

UNIVERSITY OF TORONTO **Bulletin**

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Money for faculty, buildings, research, libraries

Bovey report a boon to U of T, but will it be implemented?

by Judith Knelman

If the Ontario government were to take the advice of the Bovey Commission, the University of Toronto might be able to drop its enrolment by eight percent without losing its share of the global operating grant, raise tuition fees and adjust them on a scale tied to potential earnings, add to its faculty and support staff every year for five years without having to pay the salaries itself, recover the indirect costs of research, require applicants just out of high school to write entrance exams in English and mathematics, attract visa students, fix up its buildings and beef up library resources.

It might also be required to conduct regular reviews of tenured faculty members, compete for applications from Ontario scholars, who would each bring a \$100 bounty, and close down unpopular departments, programs or faculties to avoid having its operating grant cut.

When Minister of Colleges & Universities Bette Stephenson announced the formation of the commission in the Legislature on Dec. 15, 1983, she seemed to be giving assurance that its report would not meet the same fate as its predecessor, the so-called Fisher report of the Committee on the Future Role of Universities in Ontario, delivered in August 1981 but never replied to by the government.

After stipulating that there was to be no increase assumed in the operating grants, she said last year in the Legislature: "I have a commitment from the premier that there will be due consideration of additional funds to facilitate faculty renewal and adjustments arising from the commission's recommendations."

Stephenson also promised: "The government commits itself to the implementation of a renewed university system founded upon the decisions and directions determined by the commission."

However, she was conspicuously absent from the press conference held after the Jan. 15 release of the report. After absorbing the news that it would cost the province about \$850 million over eight years to honour the commit-

ment, she merely issued a press release to the effect that she was pleased to have received the report and was considering it. She noted that its recommendations have far-reaching implications.

Among them:

- Accessibility would be limited in the initial stage of the commission's two-phase plan as a way of rewarding research-intensive universities for the quality of their efforts. Echoing Premier William Davis, Stephenson said last week she would not be willing "at this time" to sacrifice accessibility for quality.

An institution whose three-year average of grants from the three federal research councils exceeded 15 percent of its operating income would be allowed to drop enrolment by as much as eight percent without penalty. (U of T would be in this category.) If the average exceeded 10 percent of the operating grant, six percent of the enrolment could be dropped. To encourage adaptability and role differentiation, the commission recommended that all institutions be given a four percent range in which enrolment could be increased or decreased with no increase or decrease in operating income

Continued on Page 2



Commissioners Edmund Bovey, Fraser Mustard and Ronald Watts at Queen's Park.

Connell praises Bovey report at Council

A decisive statement of support by President George Connell for the Bovey Commission's report was delivered at the meeting of Governing Council Jan. 17.

"To its credit," said Connell, "the commission has not been reluctant to face the important issue about the priorities that must be set between quality, adaptability and accessibility."

In urging that quality and accessibility be the top priorities, he continued, the commissioners have made clear their conviction that Ontario universities are facing a crisis — in quality. They have also correctly identified the cause of that crisis as the government's unwillingness to pay for its policy of full accessibility.

Both full accessibility and low tuition fees could be maintained, Connell said, if the government paid the price identified by the Bovey Commission. "But I am hopeful that the Council and this University will remain steadfast on the side of excellence."

Graduate student member Catherine Laurier wasted little time in denouncing as "thoroughly unacceptable" the premise that accessibility must be sacrificed. Working class students are already underrepresented in the system, she said, and their ranks will shrink further if the report is implemented. Provincial fiscal restraint is not an unalterable "given", but represents a choice to cut

back on a vital resource.

Faculty member Mike Uzumeri praised Connell for going on record with a statement of support, adding that the report had cleared universities of all the charges routinely laid against it by uninformed observers. Furthermore, the report had "set the cat among the pigeons" by clarifying the fundamental contradiction in upholding a policy of full accessibility while withholding sufficient funds. This was a service to universities. Laurier's point comes across clearly because the report has "put the issues on the table".

Earlier in the meeting, following a brief presentation of the budget guidelines by William Broadhurst, chairman of planning and resources, there was discussion of the possibility of the administration's drawing up an itemized list of the effects of cutbacks to accompany the budget. Provost Frank Iacobucci had said in a Planning & Resources Committee meeting that a list of what measures had been taken last year might be provided, Kenneth McNeill stated. Yet in the executive committee minutes, said McNeill, there is only mention of a later report. Broadhurst responded that it is difficult to translate budget cuts at the divisional level to matters that relate to the quality of education.

"Really, what you're dealing with is the effects on the quality of education

of a series of budget cuts over a period of time," he said.

Iacobucci added that he had also said in planning and resources that extreme detail in such a report would not be appropriate. A survey of the academic sacrifices of some of the larger divisions in the University would be more appropriate. McNeill continued: Would Council or planning and resources get such an assessment at the time the budget is presented?

"Yes, but it will also be future oriented," replied Iacobucci. "Things in 1985-86 that might have to be stopped."

Broadhurst had mentioned in his remarks that the budget guidelines permit flexibility to respond to policies initiated by the Bovey recommendations. "However," he added, "there is no reason to believe there will be immediate action of that nature in the formulas for funding that would affect 1985-86."

Both the budget guidelines and the University's capital requests submission to the Ministry of Colleges & Universities were approved by Council.

Further discussion arose in the response to the tabling of the report of the Academic Affairs Committee meeting of Dec. 13, which included discussion of greater sanctions for academic offences. Laurier asked why

Continued on Page 4

Article 6 deadline changed

The University of Toronto Faculty Association (UTFA) and the administration have agreed to revise the provision of the new Article 6 of the *Memorandum of Agreement* that a mediator be appointed to settle salaries if agreement is not reached by Jan. 15. Negotiating sessions have not yet begun, since UTFA did not present its salary and benefit proposals until Jan. 18. Negotiations will centre on a two-year package for the academic years 1984-85 and 1985-86.

aside from that provided by fees. (A similar idea was proposed in the U of T brief.)

- Restructuring of the system would be left to a successor body to the Ontario Council on University Affairs (OCUA), which would arrange incentives and deterrents in the annual allocation of operating funds.

- OCUA, which at present has 19 members and one vacancy, would have to be disbanded and reconstituted as a stronger, smaller body of six members: two academics, three representatives of such constituencies as labour, management, the professions and community organizations, and a chairman, either an academic or a lay person who has been a university board chairman or a chancellor.

As an incentive to quality, the intermediary body would be asked to recommend a premium related to the fellowships won by a university's graduating students in national competitions held by the three federal granting councils.

- Tuition fees would be raised. In phase one, the current institutional discretionary increase would be raised from 10 to 18 percent. Unless the government were willing to increase the operating grant, fees would have to be raised substantially in phase two to provide the \$91 million needed for libraries, instructional equipment and the restoration of accessibility. In the first year of phase two, bachelor's degree program fees would be adjusted for inflation, but second-entry, professional program fees at either the undergraduate or graduate level would be double the fees for the bachelor's degree program, and fees

for second-entry, clinical health science programs, including medicine and dentistry, would triple. Fees for doctoral programs and master's programs leading directly to doctoral programs would be one and a half times as much as those for bachelor's degrees, while fees for medical and dental interns and residents would be half as much. (This structure was proposed in the U of T brief to the commission.)

In the next three years, all formula fees would be progressively raised by an annual average of about eight percent over and above the increases necessary to match annual increases in the provincial grant until tuition fees for the system reached 25 percent of the basic operating income. Arts and science tuition fees, \$1,102 now, would rise to \$1,883. There would be no separate incidental academic fees.

- A complicated loan system based on the student's income after graduation would be put into place to ensure accessibility to qualified students. There would be no means test. About \$150 million a year, which would cost about \$15 million in annual interest, would have to be raised by the province. Since the interest rate charged borrowers would have to be less than that paid to investors, the universities would be asked to subsidize the interest charges out of their increased tuition revenues.

- There would be no early retirement inducement scheme for university personnel despite the expectation that the Charter of Rights, which comes into effect in April, will encourage about two-thirds of the faculty to stay on after the age of 65. The commission found that close to \$200 million would be required if the universities at-

tempted to create vacancies by offering incentives to retire to faculty members in the 55-65 age group. Instead, it recommended that the province spend \$24 million to help the universities defray the cost of retaining senior faculty, \$20 million to reduce faculty in areas where low-demand programs should be closed and \$152 million in five years of bridging appointments of lower-level faculty and support staff at the rate of two percent of faculty complement and .8 percent of support staff for new faculty appointments (the rate proposed in the U of T brief). The universities would eventually be able to afford to pay the salaries with money saved from retirements, said the commission. Funding for these positions would not be automatically available to universities but would have to be approved by the intermediary body replacing OCUA, which would be looking for such benefits as new programs or increased research from the new appointments.

The commission recommended that regular reviews be held of all faculty and staff, including those with tenure, that research and study leaves be granted only to enable scholars to undertake significant work, and that strict accountability be maintained for such leaves.

- The province would have to ask the federal government to help pay for the increased research funding recommended by the commission. In phase two, an annual provincial allocation of \$54 million is suggested for faculty time, to be distributed in proportion to the direct grants received from the federal granting councils. In addition, the commission asked for block grants to universities from the granting councils based on a three-year rolling average of direct grants at a level of at least half of direct costs. (In 1982, the total direct grant support from the federal government was \$142.8 million.) It recommended that contract research undertaken on behalf of federal or provincial government departments be supported by full coverage of indirect costs at the rate of 117 percent of direct costs.

As well, the commission recommended that the federal government assume the differential portion of tuition fees for visa students at a cost of about \$25 million a year. It also suggested that the province persuade Ottawa to establish a Canada-wide

federal-provincial income-based contingency loan plan to cover not just increases but the full amount of tuition fees.

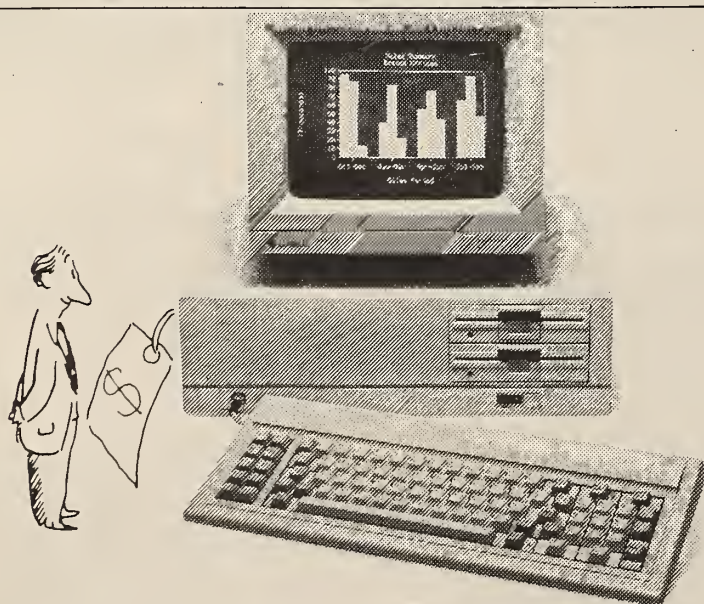
- According to the commission, Ontario universities need \$36 million a year more than they are getting for major maintenance of the fabric of buildings and alterations necessitated by program changes. In phase one, it recommended that \$10 million be diverted from the global operating grant for this purpose. In phase two, it asked for an additional \$26 million a year for these capital expenditures.

- Stephenson is being asked to set up a province-wide system of entrance exams in at least three subjects, English or French (whichever is the language of instruction) and mathematics. The commission acknowledged that many school and teachers' organizations had expressed their opposition to entrance tests, but recommended them on account of others' "perceptions of inequities arising from admissions to universities based on varied school standards". Admissions decisions should be based half on school marks and reports and half on the entrance exams.

- The commission recommended that additional money be made available either through reallocation of existing funding or by supplementary funding to meet the needs of mature students, women, Franco-Ontarians, French immersion graduates, native people, residents of remote areas, people from socially and economically disadvantaged backgrounds and the handicapped. It asked that supplementary funding be provided by the Ministry of Northern Affairs to meet the special needs of universities in northeastern and northwestern Ontario. (This financial arrangement was suggested in the U of T brief.)

- The province would have to pay out, for eight years, about 8.6 percent more a year, excluding inflation, than it is now giving the universities. (The global operating grant this year was \$1.185 billion and capital expenditures were \$35.5 million.)

President George Connell says he will work hard to get the government to accept both phases, which were presented as an integral package. The amount that would have to be spent to implement the recommendations, he says, is "a small price to pay for the difference between a good and a not-so-good university system."



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Universities generally pleased with Bovey report but students and politicians assail tuition rise

by Arthur Kaptainis

Assessments of the Bovey Commission report in the hours following its release last week ranged from "creative" to "a cop-out", but the consensus from experienced educators appears to be positive.

Immediately after the commissioners appeared at a Tuesday morning press conference at Queen's Park, the provincial Liberal and NDP leaders began to assail the report for its recommendations of increased tuition fees. Liberal David Peterson characterized it as "an attack on youth" while the NDP's Bob Rae called "incredible" the commission's decision to turn to students rather than the Tory government to restore a university system they had conceded to be "in jeopardy".

President George Connell, in a Simcoe Hall press conference called early that afternoon, said a preliminary reading suggested to him that there was "more positive than negative" in the report. He praised it for "addressing head on" the issue of how to cope with increasing admissions demands with dwindling resources. It has not put aside the issue of accessibility, Connell said, but recognized that the universities to which students have access should be first-rate.

Connell pointed out that the report's recommendations on accessibility were the result of a decision not to urge a dramatic increase in provincial funding. "Many of us would have welcomed a more liberal treatment that would not force upon us this trade-off," Connell said. "But if that was not to be, I think the commission has made the right choice."

In response to reporters' questions, Connell said he supported the re-introduction of provincial grade 13 exams, but thought the recommended weighting of 50 percent on the final mark was too heavy — 25 percent to 30 percent would be more appropriate. He said he saw the report as deferring rather than doing away with full accessibility, for the sake of securing quality in the short run.

President Connell said it was too early to make a definite statement on whether U of T would wish to take advantage of the option of reducing its enrolment without penalty, should the Bovey report be implemented. Arts and science courses on all three campuses are over-subscribed, but cutting enrolment there would not necessarily effect a saving, particularly if the numbers were adjusted year by year rather than according to a long-range plan.

Connell pleased

Later, in an interview, the president said he finds the package of recom-

mendations an attractive one — "in general a great improvement for the whole university system and an improvement for the University of Toronto if we get the whole package. I think the key question is whether we want to have a really good university system. Are we willing to pay for it?"

Connell said the recommendation for a stronger intermediary body represents an improvement. "They should have sufficient authority, with the respect of both the government and the universities, that they can have a significant measure of influence on university affairs. The fine-tuning of the university system can appropriately be left in the hands of such a body." He added: "The important thing is that it allow the universities a long time-scale in their commitments."

Dan Lang, assistant vice-president (planning) and registrar, thought the commission had found a clever way of revealing the situation of underfunding without actually saying that that was the context of their recommendation for an expenditure in phase two of \$91 million on the enhancement of quality and the restoration of accessibility.

Recommendations integrated

Alvin Lee, president of McMaster University and chairman of the Council of Ontario Universities, said after the Queen's Park conference that his reaction was "quite positive" to the report. "I think it is very well based and shows a thorough grasp of the situation, both within the universities and in the wider society, by the commissioners. I think they've studied it in detail and know what they're talking about. They've thought through a very tightly integrated set of recommendations which, if acted on by government and the universities, will improve the situation."

Regarding the "differentiation" of universities, Lee said he would expect to see "some further differentiation of a set of universities that is already highly differentiated" if the Bovey recommendations are followed. Lee also welcomed the commission's approval of provincial exams for secondary school students and the hiring of new faculty.

Dean Gordon Slemon of the Faculty of Applied Science & Engineering expressed a strongly favourable reaction. He said he was encouraged by the emphasis on overhead support for research, and very pleased by "the element of competition in the general thinking of the commissioners". It is good, he said, for universities to compete for Ontario scholars and high quality graduate students, and to be rewarded for their success in research.

The implications of certain details may only emerge after time, Slemon said, but he had no reservations about the report. "My only concern," he said, "is over what might be a reluctance by the government to implement this report." He was disappointed in Bette Stephenson's announcement that no recommendations would be implemented for the next academic year, since some clearly could be.

David Strangway, who, as president, coordinated the University's brief to the commission, also was pleased with the report's urging of a system of rewards for "research-intensive and instruction-intensive institutions" that is "objective and based on quality". The commission is to be commended, he said, for having demonstrated, without singling out universities, that

"there is more differentiation in Ontario than meets the eye."

Government should pay

Liberal higher education critic Sean Conway, at the press conference, was harshly critical: "The question really is, who's going to pay for the quality system we all want. As Liberals, we believe very strongly that, yes, we should have a quality university system, but a public system, the payment for which should rest with the public treasury." Conway added there are many "government appropriations" that could be "pared back" to accommodate needed expenditures in education. His party will be calling for an "immediate reference" of the report to the University Affairs Committee of the Legislature, he said.

"Better than I thought it would be" was the reaction of Robert Bothwell, co-author of the controversial polemic *The Great Brain Robbery*. However, he speculated that the recommendation on provincial examinations would prove "hard for Bette to swallow". The attention paid to research, he said, should partly redress what he regards as a recent undue shifting of emphasis to teaching, and he was pleased by the mention of "stricter post-tenure controls" on professors. He added that the rise in tuition and decline in accessibility were "very unpleasant" aspects of the report, but perhaps unavoidable given the commission's terms of reference.

Bob Jones, president of U of T's Students' Administrative Council, was disappointed with the report's "either/or" approach to government and student contribution to the university system. He wondered whether society shouldn't be asked for more if students are asked for more. The income-pegged loan repayment scheme was "ill-considered", he said, since it would result in low-income families' sustaining interest payments over a longer period. Deferred payment of high fees still amounts to a disincentive to poorer students.

Marnie Paikin, chairman of the Ontario Council on University Affairs (OCUA), said the report deals with many complex problems creatively. It

is cohesive and its points are strongly interconnected. The recommendation of a greatly strengthened OCUA remains open to interpretation, she said, but definitely would entail more than "cosmetic" changes to that organization and its staff.

Arts and science dean Robin Armstrong was pleased with the report's recognition of the underfunding issue as it relates to quality. The recommendation of provincial exams in English and mathematics is "long overdue", and the measures to support infrastructure research costs would greatly benefit U of T. The widespread criticism of the Bovey endorsement of increased tuition is misplaced, he said. "I think it is fair enough, in this economic climate, to ask those who benefit to contribute more . . . provided there are adequate changes in the bursary program."

Redistribution questioned

Some commentators noted the reluctance of the report to urge greater provincial treasury support for universities. "While there are a number of good things in the report," said U of T Faculty Association president Peter Dyson, "the major drawback is that they haven't addressed the question of overall underfunding." There is welcome emphasis on providing funds for new faculty, Dyson said, but the commissioners seem to be at pains to identify bodies other than the provincial government to provide these funds. Were the recommendations really a reslicing of the existing pie?

Research and government relations vice-president David Nowlan also expressed reservations over the redistributive tenor of the report. "It is hard to know the full effect of the recommendations, whether good, bad or indifferent, without knowing the whole funding environment for universities and research."

"For example, it would be possible to implement the spirit and even the content of many of the recommendations while not providing more money to the university in aggregate. Now, it is very clear that this is not the intention."

Continued on Page 4

UTLAS sale approved in principle by Business Affairs

At a special meeting on Jan. 11, held in closed session, the Business Affairs Committee approved in principle the sale of UTLAS Inc. to the International Thomson Organisation. The committee will meet on Jan. 21 to receive a report from Alexander Pathy, vice-president, business affairs, on any new developments in the negotiations and to consider approval of the transaction.



Woodsworth model on view

"At the moment Woodsworth College is an office building," said Principal Arthur Kruger at the recent unveiling of an architect's model of the proposed rear addition to 119, 121, and 123 St. George St. and refurbishment of the Drill Hall. "What students need is a building that is a social space as well as an office space." Marion Zimmer, executive assistant to the principal, said "a combination of old and new" that reflects the style of the old buildings is what planners have in mind. Last week Woodsworth students held a referendum on whether to impose a \$20-per-session tax on themselves to aid the building fund. The result is due today. Cost of the new complex is estimated at \$6 million. The model, by A.K. Richards & Associates, is on display in room 108, Mon: Thurs. 9-7, Fri. 9-5, key from the information office.

Reaction

Continued from Page 3

tion of the Bovey Commission. But if the province or the federal government were to pick the recommendations one by one, out of context, it is conceivable that we would simply see a redistributive effect."

David Askew, president of the U of T Staff Association, said in some respects the report was "superficial", particularly in neglecting the importance of support staff. Faculty increases are strongly recommended, but the commitment to a corresponding increase in support staff is not as strong. Askew also said he was uncomfortable with the dollar values that seem to be attributed immediately to various students the moment they leave high school.

An editorial in *The Globe and Mail* welcomed the thoroughness of the report as a research document, but maintained that the overriding issue of inadequate financing "has scarcely been addressed". *The Globe* agreed with the commissioners that accessibility must give way to quality "if push comes to shove", but suggested the report was avoiding tough decisions by inviting the province and universities

to deal with their problems through an intermediary body.

"On the one hand," said *The Globe*, "the Bovey report doesn't offer the universities enough money to maintain the *status quo*; on the other, while it would provide funding incentives for research and while it urges universities to specialize voluntarily, it doesn't propose dramatic changes in that *status quo*."

The Ontario Federation of Students (OFS) emphasized the real impact of recommendations that are expressed as percentages: an increase in arts and science fees to over \$2,000 and a yearly denial of admission to 6,400 students, by their reckoning.

"Higher tuition and limited enrolment translate into a direct attack on accessibility," said OFS chairperson Monika Turner. "It seems the Bovey Commission has paid more attention to the demands of the unnamed businessmen in the Arthur Smith Report than to the needs and demands of the university community and society at large."

Governing Council

Continued from Page 1

such measures were being taken if the incidence of cheating has not substantially increased. Why weren't the pressures that lead to cheating, rather than greater sanctions, the focus of deliberations?

Academic affairs chairperson Chaviva Hosek responded that all the constituencies represented in the committee, including students, had expressed dissatisfaction with both the sanctions and the "clarity and equity" with which they were imposed. The decision to recommend names be made public was based on a wish to make the University's position unequivocal. "The perception of clarity", she said, was vital.

Iacobucci added that grounds of compassion are recognized by the University in dealing with academic offences. "Mitigating circumstances relating to individual offences are generously considered, and I think appropriately so, by the deans and tribunals who deal with these matters."

Laurier also raised questions about the committee looking into the issue of South Africa divestment and the impasse in negotiations with Local 2 of CUEW. President Connell said the committee itself would determine the approach it would take to the divestment question. Its meetings would be held in closed session, but he presumed it would show discretion in calling witnesses where necessary.

Regarding the negotiations, Connell said they were discontinued because the University's bargainiers felt that no further progress was possible in the prevailing climate. "The position taken by the administration group," he continued, "is not only intended to be fair to the employees but to safeguard some very critical academic values. I believe the compensation offer is also fair."

Connell said academic implications for students in the event of a strike by teaching assistants — such as the results of honouring picket lines — would be reviewed with the Academic Affairs Committee.

Questions of University policy on the new mandatory retirement laws were raised by faculty member Michael Finlayson. The president said employees turning 65 shortly could be apprised that a change in policy is possible, but specific information on how continued employment would be

managed was not available. There are no government statements of policy towards its employees that could serve as a guideline. Finlayson contended that the administration nevertheless ought to have notified such employees.

Teaching staff member William Callahan asked Connell about the impact of the sale of UTLAS on the library's planned automated circulation system. The present system, as he understood it, was on the verge of breaking down.

"We have given extremely careful attention to the impact of this transaction on the library," Connell replied. "It is certainly correct, as Prof. Callahan notes, that the history of UTLAS and its close relation to our library is such that we cannot expect an immediate cessation of that relationship, nor would we want a cessation."

The concerns of the library have been well represented in divestment deliberations, Connell said. "I am not at liberty at this time," he said, "to disclose the details of our arrangements. The degree to which they can be made public will be governed in part by the terms of our agreement."

"I will be happy, at the appropriate time, to explain in full to Governing Council the nature of the transaction. It may be necessary, because of the terms of the agreement, that that disclosure be made in closed session."

Bernhard Cinader asked what actions were taken in the way of designing a "proactive" rather than "reactive" statement on the possible role the University can play in influencing the government in questions of policy and research. "My information is that the Research Board is taking this matter extremely seriously," said Connell, "and is actively engaged in discussions on our interactions with the federal government." The board is fully aware of Cinader's expectations, but the best result will emerge if the board is permitted to exercise its own best judgement, said Connell.

In other business, Governing Council approved:

- a proposal to permit the directors of the Microelectronics Development Centre to borrow up to \$100,000 upon the credit of the centre
- a resolution to dissolve the two departments in the Faculty of Architecture & Landscape Architecture, and replace them with two programs under two program chairmen appointed by a single dean

More jobs for grads in '85

More graduates of universities and community colleges will be hired in 1985 than were in 1984, a study from the Pay Research Bureau of Ottawa's Public Service Staff Relations Board suggests.

The 16-page study, published annually as a guide to current salary levels for public service employers, was based on a survey of 89 major industrial organizations. Sixty responded that they would be hiring bachelor's degree graduates. Five others said they were expecting to hire but could not provide detailed information. The rest indicated they would not hire due to company hiring freezes.

Last year, only 52 percent of respondents indicated they would be hiring.

Salary tables listed engineers as the highest-paid bachelor's level recruits, with a mean starting salary of \$2,137 per month, based on responses from 44 organizations. Computer science grads start at an average of \$2,012 (26 organizations). Physical science grads

will receive \$2,066 (16 organizations), while arts graduates will have to settle for \$1,630 (12 organizations).

At the master's level, business administration graduates can expect \$2,176 (20 organizations) while engineering masters will start at \$2,390 (nine organizations).

These figures represent, in some cases, significant increases over those for last year. The combined number of employees to be hired by the surveyed companies this year is 1,364. Last year the figure was 466. Also, 73 percent of the employers said they would be raising their starting rates this year.

Footnotes in the study reveal that certain organizations participating in the survey, which plan more hiring than others, have a disproportionate effect on some figures. For example, 61 percent of the prospective passing-grade BA recruits listed in the tables are spoken for by a single employer. Two of seven employers of master's degree engineers are responsible for 78 percent of the new jobs tabulated.

Recommended dining

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Teaching assistants' union preparing for February strike

by Janet Dunbrack

At a Jan. 17 membership meeting, teaching assistants voted in favour of rejecting the University's final offer in labour negotiations that have stretched over several months. The collective agreement expired on Aug. 31, 1984. Job security and overwork are the biggest issues dividing the two parties.

Teaching assistants are members of the Canadian Union of Educational Workers (CUEW), Local 2. The bargaining unit consists of close to 2,400 people, of whom more than 1,200 are union members.

"Of the 250 people who attended the meeting, more than 90 percent voted against accepting the offer," said Pat Baker, Local 2 president and a doctoral student in anthropology.

The union has called a strike vote for Feb. 7 at 4 p.m. in Convocation Hall. After an information session, the polls will be open from 5 p.m. to 7 p.m. An advance poll will be held the previous day on all three campuses. All teaching assistants, whether union members or not, are eligible to vote. Two-thirds of those voting (no minimum required) would have to vote in favour of a strike for one to proceed.

Negotiations ended on Jan. 11 when the University asked for a "no board" report from the government-appointed conciliator, who will now submit his report to the minister of labour. "The University made this move because we wanted to end the stalemate," said John Parker, manager of labour relations.

The union will be in a legal position to strike 16 days after the minister signs the report. "When the minister will be able to sign the report is anybody's guess," Baker said, "but we expect to be able to strike by the second week of February."

The dispute involves the style, as well as the substance, of bargaining. Late last week, the University put a summary of its final proposal in teaching assistants' mailboxes, a summary the union claims is misleading and incomplete. The union protested the University's action in a letter. Ads summarizing the union's position have appeared in campus newspapers and the complete text of the union's proposals appeared in the Sept. 24 *Bulletin*. A complete text of the University's final offer is included in this issue of the *Bulletin*.

"The most important issue is job security for students," said Baker. "In my department, for instance, many of us fear every year for our jobs. There's no security whatsoever. With scholarships being cut back, some of us wonder how we'll get through our graduate careers. This is the main source of income for a lot of us, and the only one for visa students."

Much as it would like to support students, said Parker, the University can't afford to guarantee jobs. "It's financially impossible. Some departments have very limited resources and have to limit the number of reappointments to give everyone a chance, especially when the appointment is looked on as an important part of training. The department has to raise the funds for these positions, and hence should be the one in control."

The union wants to restrict hiring to students, with preference being given to graduate students, a prerogative which the University sees as a management right.

For those who do get positions, overwork is an issue, according to the union. Parker said that this has been the biggest source of contention between the two parties.

"People can end up doing much more work than they're getting paid for because they simply don't know beforehand how much time they're supposed to spend," Baker said. "We're trying to make sure that the supervisor provides the teaching assistant with a good job description, and that a copy goes to the union. Then the employee can look at the job before taking it."

"Management wants sole discretion over substituting revised duties and reallocating time. Under this provision, the supervisor has to inform the employee of the change, but the employee won't have any recourse."

Parker answers that there has been a grievance procedure in the expired agreement to be used in cases of overwork, and that the University's proposal for a more formal procedure will avoid problems that have arisen in the past. "We have a case going to arbitration now in which the grievor has refused to give us data on the alleged overtime. In other cases decided in the University's favour, the grievors filed a complaint, involving 80 hours overtime, by commenting to the supervising professor: 'I've overworked.'"

"Our proposal (for the teaching assistant to fill in a form when an overtime problem is first discussed) will catch the situation in advance — before the assistant has worked overtime for a long period and then makes a claim afterward. Our form is developed from one the union originally gave us. Their intention was to get grievances on the record immediately."

The union is not happy with the need to fill out a form requesting a discussion of overtime and says the administration is making it difficult for people to grieve. "The University has said they want the form to make sure no misunderstandings arise," said Baker,

"but most people will clearly feel it's too much bother."

Money has been surprisingly low on the list of issues in dispute. The University's offer of a six percent wage increase this year and five percent next year is higher than the increase won by other bargaining units.

"We are able to offer this much because the teaching assistants have a fairly low net income and are not subject to the 'progression through the ranks' increases of other employees," said Parker.

The University's proposal would raise hourly rates, which now range from \$14.67 for undergraduates to \$18.77 for doctoral students and post-doctoral fellows, to \$16.33 and \$20.90 respectively. In the second year of the agreement, maximum rates for a session would be \$4,572.40 and \$5,852 (280 hours).

"This is an opening position from management," Baker said. "We've been negotiating for eight months so it's pretty clear they were holding back in that area. Six and five won't mean very much to someone who's not going to get a job next year. That's the crucial issue."

Among other items in contention are "teaching" activities in credit courses, personnel information to be given to the union by the University, and sexual harassment.

The University's final offer contains a definition of teaching duties that differentiates between those required for the education of other students and those, such as seminars and presentations to peers, which are part of academic programs. The proposal results from a recent court decision requiring payment to medical students who demonstrate anatomy.

"There's a genuine need to exclude those students who may be doing what

the union would consider teaching assistant work by presenting a seminar as a result of a course requirement," said Parker, "but there's certainly no intention on the University's part of turning around the teaching process to bypass the collective agreement."

The union, on the other hand, fears that students will be called on to do unpaid work which will result in erosion of jobs.

The union has requested that a procedure for dealing with sexual harassment be included in the collective agreement. "The University has been working for a long time on such a procedure," said Baker, "and it may be a long time before they finalize a policy. We want one now, in our agreement. Besides, it's the union's job to protect the employees from sexual harassment."

The University's position is that a central policy, rather than individual collective agreements, is the best way to deal with the problem. "The trade union committee has representation on the provostial working group on sexual harassment," Parker said. "The union nominee selected for that group is in fact a CUEW member."

At the end of negotiations for the previous agreement in 1981, the union executive recommended rejection of the University's offer. The teaching assistants, however, voted two to one against a strike and accepted the two-year agreement.

Does the union see a strike coming this time?

"I'm hopeful that if we can inform the members and really let them know what's happening, I would like to think we can really push forward," Baker said. "We're prepared to fight for what we want."

U of T to name students who cheat

by Janet Dunbrack

Changes to the academic code of behaviour were approved in principle at the Jan. 10 meeting of the Academic Affairs Committee. Among the changes are provisions for publication of the names of those students found guilty of academic offenses and for recording of the most severe sentences on transcripts. The changes will lead to greater efficiency and consistency, said David Cook, vice-provost (staff functions) and chairman of the working group that developed the recommendations.

The recommended changes are:

1. That juries be drawn from a randomly selected pool of 25 students and 20 faculty members appointed for two years.

2. That a list of offences and suggested sanctions be made by the provost. (This has been done.)

3. That the dean or principal have the power to award sanctions up to a one-year suspension for students who plead guilty.

4. That any discussions between the student and the dean or principal at a meeting following the student's receiving a copy of the code be admissible as evidence in a tribunal hearing.

5. That a tribunal appeals board be established to hear appeals of the decisions of the tribunal. The appeals board would be chaired by the chairman of the tribunal and all other members would be selected from the

Academic Affairs Committee. Decisions of the appeals board would be reported for information to the committee.

6. That the names of students guilty of offences involving sanctions of a one-year suspension or more be reported in open session of the Academic Affairs Committee unless otherwise directed by the division or the tribunal.

7. That the sanction of expulsion be permanently recorded on transcripts and that the sanction of suspension or a course grade of zero be recorded for a period of four years unless the division or the tribunal directs otherwise.

Under the current code, the publication of names or recording of an offence on a transcript must be ordered as part of a sentence.

The proposed changes will now be prepared as a legal document and brought back to the Academic Affairs Committee for approval before going to Governing Council. Cook said he hopes this procedure can be completed before the end of the academic year.

During discussion on the recommendations, Frank Iacobucci, vice-president and provost, said they indicate that the University takes academic offences seriously.

Some members of the committee wanted assurance that students would know that what they say in meetings following first discussions of a possible offence could be used as evidence at a

hearing. Cook said that the student will probably be informed of this practice in writing.

Experience in working under the present code, in effect since Oct. 1, 1975, has shown that the tribunal, in passing sentences, has not always grasped the serious implications that offences have for the academic health of the University, according to the working group's interim report. A further problem has been consistency: the report cites the case of two identical twins who committed identical offences of plagiarism, but received different penalties. The twin who did not attend the hearing, said Cook, received the stiffer sentence.

Since 1975, Iacobucci said, 90 cases have gone to the tribunal, and 22 have been appealed. In a typical year, about 70 cases arise, of which 10 may go to the tribunal, the rest being handled at the divisional level. Most involve plagiarism or unauthorized writing of exams. No member of the academic staff has ever been charged under the code's provisions governing honesty of teachers and unfairness in dealing with the work or record of a student.

Catching students who submit purchased essays is difficult, Cook said, but anyone caught will be dealt with severely in the hope that this will deter others. In the only case of this sort to arise, the writer lodged a complaint when the student failed to pay for the essay.

Peace symposium on this week

As in the past, this year's University College Symposium will not take the form of a strictly academic gathering. Starting today and continuing until Friday, there will be theatrical performances, concerts, film screenings and an art show, as well as lectures, all on the timely theme of peace. The events are free, and the public is welcome.

As Meyer Brownstone, political science professor and coordinator of the symposium, explains, "There are many forms of expressing the meaning of peace, and the artistic form is just as legitimate as the academic form."

Among the artistic events "highly relevant to peace" are a staging of Stravinsky's music-theatre piece *The Soldier's Tale* (7.30 p.m. Friday in West Hall), a reading of Brecht songs and poems by actors Douglas Rain, Beth-Anne Cole, and Jennifer Phipps (4.15 p.m. Thursday in West Hall), and a screening of Peter Watkins' film *The War Game* (4.15 p.m. Wednesday in room 179). This evening at 7.30 p.m. in West Hall there is a cabaret, *Peacing It Together*.

There will also be an exhibition of

drawings by survivors of the Hiroshima and Nagasaki attacks, in Croft Chapter House.

Lectures include "Canada and the Nuclear Winter" by Trinity College provost Kenneth Hare, "Peacekeeping Schemes and Peacekeeping Strategies" by UC peace studies professor Anatol Rapoport, and a discussion of peace and the Olympic Games by physical education professor Bruce Kidd. Max Allen and Bernie Lucht of the CBC radio show "Ideas" will conduct a seminar on the media's shortcomings in reporting on peace issues, while chemistry professor John Polanyi will lead a Student Pugwash debate on "International Security and the Militarization of Outer Space".

Several of the theatrical and musical performances will be supplied by Performing Artists for Nuclear Disarmament. The opening ceremonies are scheduled for today at 3 p.m. in the Croft Chapter House.

OCUFA teaching awards

Nominations are invited for the annual Ontario Confederation of University Faculty Associations (OCUFA) teaching awards.

A guideline to assist in organizing a nomination should be consulted by nominators and is available from the U of T Faculty Association or the provincial office of OCUFA.

Letters of nomination with supporting documentation may be sent to: OCUFA Committee on Teaching Awards, 40 Sussex Ave., Toronto, M5S 1J7.

For more information, telephone OCUFA at 979-2117.

Appointments

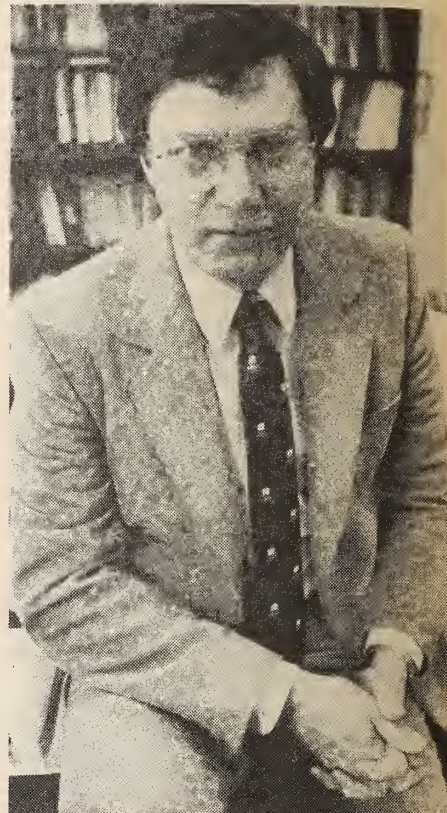
Wolff named dean, Faculty of Management Studies

Roger N. Wolff, vice-provost since July 1981, has been appointed dean of the Faculty of Management Studies from July 1985 to June 1992. He succeeds Douglas Tigert. Wolff was associate dean of management studies 1980-1981.

He came to the University in 1969 after teaching at Indiana University, where he earned a doctorate in business administration. From 1972 to 1976 he served as research director of the U of T — York Joint Program in Transportation. In 1976 he was acting associate director of the Centre for Urban & Community Studies. Since 1973 he has been coordinator of the transportation management program.

An expert on the forecasting of transportation flows and vehicle scheduling, he has edited three books and is the author of a research report produced for the U of T — York joint program on the future of trucks and trains as freight carriers. From 1974 to 1977 he was vice-president of programs for the Canadian Transportation Research Forum.

He has been a member of numerous university committees including long-range planning for computer systems, administrative information systems and industry-university linkages.




Graham appointed director, counselling service

David Murray Graham, 55, has been appointed director of the Counselling & Learning Skills Service, formerly the Advisory Bureau. He had been acting director of the Advisory Bureau since 1979.

A decision to do away with the Advisory Bureau in 1982 was delayed after objections were registered from various University constituencies, and the bureau was eventually allowed to continue under an interim policy that required it to offer not only a student

advisory service but also training and support services for counsellors, individual counselling and study skills development.

Graham has a BA in psychology from Dalhousie University and an MA and PhD in psychology from U of T. He worked as a hospital psychologist until his appointment in 1965 as senior adviser with the Advisory Bureau and assistant professor at the Institute of Child Study.



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DID YOU KNOW...

snäck, n. Slight or casual or hurried meal.
[orig. sense *snap* n. & v. (of dog), cf MDu. *snac* n., *snakken* vb, *snap*]

bar, n. (In an inn etc.) counter across which refreshments are handed, space behind or room containing it.
[ME & OF *barre* f. LL *barra* etym. dub.]

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Festschrift published for Wickens

by Arthur Kaptainis

G. Michael Wickens, the man credited with founding the Department of Middle East & Islamic Studies, was greeted by friends, colleagues and his eight children at a reception Jan. 8 to launch a *Festschrift* published in his honour. Titled *Logos Islamikos: Studia Islamica in honorem Georgii Michaelis Wickens*, the 351-page volume comprises 19 essays on Islamic doctrine, Arabic language and literature and Persian language and literature. Also included are a bibliography and biographical sketch of Wickens, who was appointed University Professor in 1980.

Wickens moved to U of T from Cambridge in 1957, at the invitation of President Sidney Smith and F.C.A. Jeanneret, principal of University College. His mandate was to introduce an Islamic division to UC's Department of Near Eastern Studies, which offered only courses in ancient civilizations. It was his advocacy that spawned the establishment, in 1961, of a new University department, Islamic studies, which he chaired until 1968. Wickens

retired last June.

At the presentation ceremony, Roger Savory, co-editor of the volume and also a professor in the department, admitted that the brazen combination of Latin and Greek in the title of the *Festschrift* had been the subject of queries from colleagues. Savory defends the usage by explaining that there is no precise Latin equivalent of the Greek *logos*, which means, alternately, word or reason. "The idea of thought based on an understanding of language: this was what we wanted to get across, because Michael's work is based on a profound knowledge of the Arabic and Persian languages," Savory said.

Wickens is also fluent in German and French, and is an enthusiastic commentator on current English usage.

Published by the Pontifical Institute of Mediaeval Studies, the book concentrates on medieval Islamic thought and literature, although Wickens' work has not been confined to this area. The decision to give the book a focus, Savory says, was inspired by a desire to make the project more appealing to

its publisher and more useful to scholars than would be a *pot-pourri Festschrift*.

Nonetheless, many subjects are dealt with: the first essay presents a list of modern Arabic words as they appear in medieval texts, while the last discusses the historical incompatibility, as creeds, of Hinduism and Islam.

The U of T contributions are: "Avicenna on Primary Concepts in the *Metaphysics* of his *al-Shifā*", by Michael Marmura; "The Wines of Earth and Paradise: Qur'anic Prescriptions and Promises", by Jane McAuliffe; "Musical Humour in the *Kitāb al-Aghānī*", by George Sawa; "Meeting of Opposites: Islam and Hinduism", by Morton Smith; "Scenes from the Literary Life of Tīmūrīd Herāt", by Maria Subtelny; and "The Delay of Maghrib: A Study in Comparative Polemics", by Steven Wasserstrom. Eleazar Birnbaum compiled the bibliography and Savory wrote the biographical sketch.

Among the other contributors are C. Edmund Bosworth (Manchester), Bernard Lewis (Princeton) and Charles Pellat (Sorbonne), all editors of the *Encyclopedia of Islam*.

In his thank-you address, Wickens praised the book (which he was seeing for the first time) as "a truly international enterprise". Noting the harsh critical reception given some *Festschrifts* in the past, Wickens quipped, "I am sure the real target of any criticism of it will be myself rather



Georgii Michaelis Wickens

than the contributors" — an allusion to his well-known bluntness in pointing out the shortcomings of colleagues.

Logos Islamikos costs \$32 and is available from the Pontifical Institute of Mediaeval Studies.

Stories of six U of T women told in evening of theatre

Six women, former and current members of the U of T faculty, staff and student body, are the subjects of narrative theatre written by storyteller Helen Carmichael Porter. "Their Story/Our Story" will be presented by Porter at 7.30 p.m. in the George Ignatieff Theatre on Feb. 12 and 13.

The six women represent a spectrum of career choices:

- Professor Helen Hogg, astronomer, who recently had an asteroid named after her
- Elizabeth Bagshaw, a medical doctor who died in 1981 at the age of 101, and was a pioneer in the birth control movement in Canada
- Reverend Elda Struthers, the only female student at Emmanuel College for three years, and the 12th woman to be ordained a United Church minister; she became president of the first women's college in Korea
- Eleanor Morgan, a gifted teacher at Woodsworth College who raised four children while she worked for 20 years on her doctoral thesis
- Margaret Bryden, a secretary who served for 30 years at University College
- Mossie May Kirkwood, professor of English, dean of women at St. Hilda's College and one of the first women to

be awarded a PhD by the University of Toronto.

Porter, who chose the six because they illustrate the variety and scope of women's lives at the University over the past century, says their stories contain humour, romance, fears, trials and triumphs. In order to write the stories for performance, she did extensive archival research, spoke to the women's former colleagues, students and families and had interviews with those still living — they will hear their stories told for the first time at the theatre.

"These are women who chose to pursue their own dreams at a time when society afforded women few options," Porter says. A U of T graduate, Porter is known nationally for her storytelling, including the one-woman shows "Erotica" and "Southern Gothic".

Musical accompaniment will be provided by Anne Marie Kopp, flutist and a U of T graduate, who will play original works by female composers from the University.

The event is sponsored by Woodsworth College, where tickets can be bought for \$6, seniors and students, \$4.

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Governing Council Election

The following are excerpts from *Election Guidelines 1985*, a document setting out the procedures for the elections to the Governing Council. Copies of the complete *Election Guidelines 1985* are available from the Governing Council Secretariat, telephone 978-6576, where any additional enquiries may also be directed.

The election shall be by mailed ballot, and information regarding balloting procedures will be published at a later date.

Prospective candidates are urged to obtain nomination forms and copies of the complete regulations from the Governing Council Secretariat, Room 106, Simcoe Hall or the Registrar's Offices at Scarborough and Erindale Colleges as soon as possible.

The election is conducted by the Governing Council under the authority of the *University of Toronto Act, 1971* as amended by 1978, Chapter 88.

Constituency II — 1 seat

— all teaching staff members in the Faculty of Applied Science & Engineering

S.M. Uzumeri — term expires June 30, 1986

Constituency V — 1 seat

— all teaching staff members in the Faculty of Architecture & Landscape Architecture, Faculty of Management Studies, Faculty of Forestry, Faculty of Law, Faculty of Music and the Faculty of Social Work

— P.L. Aird — term expires June 30, 1987

Constituency VI — 1 seat

— all teaching staff members in the Faculty of Education, Graduate Department of Education and the Faculty of Library & Information Science

— D.E. Smith — term expires June 30, 1987

II Graduate Students

"Graduate Student" means all students registered in the School of Graduate Studies.

Graduate Student Constituencies:

Constituency I — 1 seat —

for which an election is required

— all students registered in Division I (Humanities) and Division II (Social Sciences) of the School of Graduate Studies, with the exception of the Graduate Department of Education

— M.M. Meyer — term expires June 30, 1985

Constituency II — 1 seat —

for which an election is required

— all students registered in Division III (Physical Sciences) and Division IV (Life Sciences) of the School of Graduate Studies and the Graduate Department of Education

— C. Laurier — term expires June 30, 1985

III Full-time Undergraduate Students

"Full-time Undergraduate Student" means all students (except students registered in the Toronto School of Theology) registered at the University in a program of full-time study who are not registered in the School of Graduate Studies. All students in arts and science on all campuses, including students at Scarborough College, for electoral purposes, will be considered full-time if enrolled in four or more full-course equivalents over any two terms in an academic session (including the previous summer session).

Full-Time Undergraduate Student Constituencies:

Constituency I — 2 seats —

for which an election is required

— all students registered in the Faculty of Arts & Science including Erindale College and students at Scarborough College

— K.D. Nightingale and

— J.G. Wilson — terms expire June 30, 1985

Constituency II — 2 seats —

for which an election is required

— all students registered in the Faculty of Dentistry, Faculty of Nursing, Faculty of Medicine, Faculty of Pharmacy, School of Physical & Health Education, Faculty of Education, Faculty of Applied Science & Engineering, Faculty of Architecture & Landscape Architecture, Faculty of Forestry, Faculty of Law and Faculty of Music (with the proviso that both members elected in Constituency II not be registered in the same faculty or school, and that in the event that a member elected while registered in one faculty or school later registers in the faculty or school in which the other elected member is registered, the transferring member shall resign his/her seat)

— A.S. Chan and

— T.M. Halpern — terms expire June 30, 1985

IV Part-Time Undergraduate Students

"Part-Time Undergraduate Student" means all students (except students registered in the Toronto School of Theology) registered at the University in a program of part-time study who are not registered in the School of Graduate Studies. All students in arts and science on all campuses, including students at Scarborough College, will be considered part-time if enrolled in fewer than four full-course equivalents over any two terms in an academic session.

Part-time Undergraduate Student Constituency:

Constituency I — 2 seats —

for which an election is required

— all registered part-time undergraduate students

— C.M. Johnson and

— J.E. Nagy — terms expire June 30, 1985

V ADMINISTRATIVE STAFF

"Administrative Staff" means the employees of the University, University College, the constituent colleges and the federated universities who are not members of the teaching staff thereof.

Administrative Staff Constituency:

Constituency I — 2 seats —

for which an election is required

(to one seat)

— all administrative staff members

— R.T. Crump — term expires June 30, 1986

— N. Wintrob — term expires June 30, 1985

TERMS OF OFFICE

July 1 to June 30

Administrative staff — 3 years

Students — 1 year

Teaching Staff — 3 years

Description of constituencies in which elections are required

I TEACHING STAFF

"Teaching Staff" means the employees of the University, University College, the constituent colleges and the arts and science faculties of the federated universities who hold the academic rank of professor, associate professor, assistant professor, full-time lecturer or part-time lecturer, unless such part-time lecturer is registered as a student, or who hold any other rank created by the Governing Council and designated by it as an academic rank for the purposes of this clause. The Governing Council has designated the categories of tutor and senior tutor as equivalent to that of lecturer for the Governing Council elections. (Lecturer includes associates and clinical teachers in the Faculty of Medicine, and associates in the Faculty of Dentistry.)

Teaching Staff Constituencies:

In all cases a teaching staff member's constituency will be determined on the basis of his/her major teaching appointment to a faculty, college or school. Only in the case of a teaching staff member without a teaching appointment to a faculty, college or school, will his/her constituency be determined by another appointment. Teaching staff who hold a concurrent non-academic or academic non-teaching appointment will vote in the appropriate teaching staff constituency.

Constituency IB — 1 seat

for which an election is required

— all teaching staff members who hold their major appointments at Scarborough or Erindale Colleges

— R.A. Manzer — term expires June 30, 1985

Constituency IC — 1 seat

for which an election is required

— all teaching staff members in the Faculty of Arts and Science who hold their major appointments in the Departments of Classics, East Asian Studies, English, Fine Art, French, German, Italian Studies, Linguistics, Middle East & Islamic Studies, Near Eastern Studies, Slavic Languages & Literatures and Spanish & Portuguese (excluding those who are members of Constituency IA or Constituency IB)

— R.M. Savory — term expires June 30, 1985

Constituency III — 2 seats

for which an election is required

(to one seat)

— all teaching staff members in the Faculty of Medicine

— B. Cinader — term expires June 30, 1986

— W.H. Francombe — term expires June 30, 1985

Constituency IV — 1 seat —

for which an election is required

— all teaching staff members in the Faculty of Dentistry, Faculty of Nursing, Faculty of Pharmacy and the School of Physical & Health Education

— D.C. Smith — term expires June 30, 1985

NOTE: There are no elections in the following constituencies presented here to help define the constituencies in which there are elections:

Constituency IA — 1 seat

— all teaching staff members who hold their major appointments in the federated universities

— C. Hosek — term expires June 30, 1986

Constituency ID — 1 seat

— all teaching staff members in the Faculty of Arts & Science who hold their major appointments in the Departments of Anthropology, Economics, Geography, History, Philosophy, Political Science, Sociology, Psychology and Religious Studies (excluding those who are members of Constituency IA or Constituency IB)

— M.G. Finlayson — term expires June 30, 1987

Constituency IE — 1 seat

— all teaching staff members in the Faculty of Arts & Science who hold their major appointments in the Departments of Astronomy, Botany, Chemistry, Computer Science, Geology, Mathematics, Physics, Statistics and Zoology (excluding those who are members of Constituency IB)

— K.G. McNeill — term expires June 30, 1986

Constituency IF — 1 seat

— all teaching staff who are members of Constituency IC, ID, or IE.

— W.J. Callahan — term expires June 30, 1987

Election schedule 1985

Nominations open
Nominations close
Announcement of irregular nominations
Filing of corrected papers
Announcement of candidates
Filing of intention to appeal
Appeals completed
Announcement of additional candidates
Mailing of ballot papers
Close of election
Announcement of results
Filing of intention to appeal
Appeals completed
Winners declared elected
Deadline for receipt of election expenses
Deadline for recount request

Monday, January 14, 9 a.m.
Friday, January 25, 12 noon

Tuesday, January 29, 12 noon
Wednesday, January 30, 3 p.m.
Thursday, January 31, 12 noon
Thursday, January 31, 5 p.m.
Tuesday, February 5, 5 p.m.

Wednesday, February 6, 12 noon
February 20, 21, and 22
Tuesday, March 12, 12 noon
Tuesday, March 19
Wednesday, March 20, 5 p.m.
Monday, March 25, 5 p.m.
Tuesday, March 26

Tuesday, March 26, 5 p.m.
Tuesday, April 2, 5 p.m.

g) Irregularities:
An irregularity, failure, non-compliance or mistake in any proceedings relating to the election, or to the election in any constituency, does not invalidate the election if it appears to the Subcommittee on Elections that the election was conducted in accordance with the principles of these guidelines and that the irregularity, failure, non-compliance or mistake did not or is not reasonably likely to affect the result of the election.

l) Resignation for ineligibility:
A successful candidate must resign his or her seat if at any time he or she ceases to meet the eligibility requirements for that seat. A student member of Governing Council must be registered in the constituency in which he or she holds his or her seat by the date of the September meeting of Governing Council or September 15, whichever comes first.

Regulations

a) Nominations:
i) Nomination period and deadline
Nomination forms will be available at the Governing Council Secretariat, Room 106, Simcoe Hall, and at registrar's offices at Scarborough College and Erindale College. Nominations for four teaching staff, one administrative staff and eight student seats opened on Monday, January 14, 1985 at 9 a.m. and remain open until Friday, January 25, 1985 at 12 noon. **Nomination papers must be filed at the Governing Council Secretariat** and nominations received elsewhere or after that time will be invalid.

ii) Eligibility of nominees
A candidate must be a Canadian citizen and a member of the constituency in which he or she is nominated. If elected, the candidate must resign the seat if at any time he or she ceases to meet the eligibility requirements (see section 1).

iii) Eligibility of nominators
All nominators must be members of the same constituency as the nominee. A nominator may not nominate more candidates for election than there are seats vacant in his or her constituency. Candidates may not nominate themselves.

iv) Nomination signatures
Nominations for teaching staff seats must contain the signatures of 10 nominators, each indicating their *printed full name and department*.

Nominations for graduate student seats must contain the signatures of 15 nominators, each indicating their *printed full name and student number*.

Nominations for full-time undergraduate student seats must contain the signatures of 30 nominators, each indicating their *printed full name and student number*.

Nominations for part-time undergraduate student seats must contain the signatures of 15 nominators, each indicating their *printed full name and student number*.

Nominations for administrative staff seats must contain the signatures of 20 nominators, each indicating their *printed full name and department or office*.

v) Citizenship
Any person nominated as a candidate must be a Canadian citizen at the time of nomination. Documentary evidence of Canadian citizenship must be presented with each nomination form

for examination by the Chief Returning Officer.

Any one of the following will be considered acceptable evidence of citizenship: certificate of birth in Canada; certificate of citizenship; certificate of naturalization; Canadian certificate of registration of birth abroad; certificate of retention of Canadian citizenship; valid Canadian passport. Photocopies will be deemed sufficient for this purpose. Failing such documentary evidence, a notarized statement to the effect that the nominee is a Canadian citizen must accompany the nomination form. The Governing Council Secretariat will make available such statements for signature and, if requested a sufficient time in advance, will arrange for their notarization. In the absence (other than casual) from Ontario of the candidate, the notarized statement may be made on the candidate's behalf by someone having personal knowledge of the facts where the means of knowledge are stated to the satisfaction of the Chief Returning Officer.

xii) Errors or irregularities in nomination

The onus is on the person nominated for election to file a bona fide nomination paper. Errors or irregularities in these papers constitute grounds for rejection of the nomination. Errors or irregularities may be corrected prior to the close of nominations, and some errors or irregularities, though not all, (see Election Guidelines) may be corrected during the time allotted in the correction period. The Governing Council Secretariat will attempt to notify candidates of the existence of any errors or irregularities during this period, but is not bound to do so. Candidates are advised to complete and submit their nomination papers early in the nomination period.

The correction period is designed only to facilitate the correction of minor errors in nominations otherwise made in good faith. Candidates may not, therefore, knowingly file incorrect papers in order to use the correction period as an extension of the regular nomination period. Consequently, whenever possible, errors in student numbers or other information must be corrected, in preference to the collection of new signatures to obtain the minimum number of correct nominators' signatures.

Powers and duties of the Governing Council

a) The University of Toronto Act
The University of Toronto Act, 1971 as amended, vests in the Governing Council, the government, management and control of the University and of University College, and property, revenues, business and affairs thereof, and the powers and duties of the former Board of Governors and Senate of the University.

b) Committees
In view of the size and complexity of the University and the extensive

duties of the Governing Council, it has delegated many of its review powers to working committees. In addition to an Executive Committee, the Council has established an Academic Affairs Committee, a Business Affairs Committee, a Committee on Campus & Community Affairs and a Planning & Resources Committee. Members of Council normally sit on at least one of these committees.

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PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Tuesday, January 22

Richard Mark Fisher, Department of Zoology, "Ecology and Evolution of Social Parasitism in Bumble Bees (Hymenoptera: Apidae)." Prof. R.C. Plowright. Room 301, 65 St. George St., 2 p.m.

Thursday, January 24

Thomas Howard Whillans, Department of Zoology, "Related Long-Term Trends in Fish and Vegetation Ecology of Long Point Bay and Marshes, Lake Erie." Prof. H.A. Regier. Room 309, 63 St. George St., 2 p.m.

Friday, January 25

Donald Andrew Brown, Department of Anthropology, "Socio-cultural Development and Archaeological Cultural Patterning on the Lower Great Lakes Frontiers of New France — An Eclectic Study." Prof. R.B. Drewitt. Room 309, 63 St. George St., 1 p.m.

Yehuda Geva, Department of Economics, "Inflation, Uncertainty, the Cost of Capital and Investment Expenditure in the Israeli Manufacturing Sector." Prof. M.A. Fuss. Room 201, 65 St. George St., 2 p.m.

Deborah Joane Griebel, Department of English, "A Critical Edition of William Beckford's *Modern Novel Writing and Azemia*." Prof. G.E. Bentley, Jr. Room 111, 63 St. George St., 2 p.m.

Michael Lettieri, Department of Italian Studies, "Edizione critica dell'*Orazia* di Pietro Aretino." Prof. M.W. Ukas. Room 301, 65 St. George St., 2 p.m.

Michael Dennis Mortimore, Department of Political Science, "Renegotiating Dependency: The State and the TNC's in the Context of the Political Economy of Colombian Development." Prof. J. Nun. Round Room, Massey College, 2 p.m.

Barbara Sanford, Department of Geography, "The Origins of Residential Differentiation: Capitalist Industrialization in Toronto, Ontario, 1851-1881." Prof. H. Blumenfeld. Room 321, Faculty of Library & Information Science, 2 p.m.

Monday, January 28

Barbara Anne Moffatt, Department of Medical Biophysics, "Studies on the Entry of Bacteriophage T7 DNA, and on the Inhibition of Late Transcription by T7 Lysozyme." Prof. D. Friesen. Room 309, 63 St. George St., 10 a.m.

Tuesday, January 29

Sela Cheifetz, Department of Biochemistry, "Microheterogeneity and Interaction with Lipids of Basic Protein from Myelin." Prof. M.A. Moscarello. Room 309, 63 St. George St., 10 a.m.

Rene Efrain Chavez Segura, Department of Physics, "Simultaneous Inversion of Gravity and Magnetic Data Using the Linear Programming Method." Prof. G.D. Garland. Room 301, 65 St. George St., 2 p.m.

Wednesday, January 30

Sameer Stephen Hilmy, Department of Philosophy, "Philosophical Method in the Later Work of Wittgenstein: Themes from the Emergence of His Later *Denkweise*." Prof. J.F.M. Hunter. Room 111, 63 St. George St., 1.30 p.m.

Angus Le Roy Franklin, Department of Botany, "Fluorescent and Immunological Probes in Molecular Cytogenetics: An Analysis of Chromosome Banding in Plants and Fluorescent Fading." Prof. W.G. Fillion. Room 309, 63 St. George St., 2 p.m.

Thursday, January 31

Ismail Hossain, Department of Economics, "Prices, Output and the Balance of Payments in a Developing Economy: The Case of Bangladesh." Prof. G.K. Helleiner. Room 111, 63 St. George St., 2 p.m.

Friday, February 1

Penny Eileen Gross, Department of Sociology, "Kinship Structures in Remarriage Families." Prof. M. Eichler. Room 309, 63 St. George St., 10 a.m.

Research News

Life Sciences Experiments in Space

The National Research Council of Canada has announced the opportunity for Canadian investigators to submit proposals for life sciences experiments in space during a shuttle flight involving Canadian astronauts which is planned for 1986.

All proposals received will be reviewed by the council for scientific or technological merit, practicability of execution and the likelihood of successful accomplishment. A proposal review meeting will be scheduled at the end of February at which time successful investigators will be invited to make further presentations.

The deadline date for submission of initial proposals is *February 15*. For further information and experiment guidelines, please contact ORA at 978-2163.

Access to AES Vector Computer Program

The Natural Sciences & Engineering Research Council is inviting university researchers in any discipline area (including applicants in fields normally supported by MRC or SSHRC) to apply for an allocation of time on the AES vector computer located at Dorval.

The deadline date is *February 1*. Guidelines and application forms are available at ORA.

Upcoming Deadline Dates

Alcoholic Beverage Medical Research Foundation — research grants: *February 1*.

Canada Mortgage & Housing — small grants up to \$3,500: *February 1*.

Canadian Physiotherapy Association — scholarships: *February 15*.

Cancer Research Institute Inc. (US) — personnel awards: *February 1*.

(Please note change from listing *Bulletin*, Dec. 17.)

Cancer Research Society Inc. — fellowships, research grants: *February 15*.

James H. Cummings Foundation — research grants: internal deadline for non-medical and medically related applications from investigators outside the Faculty of Medicine, *February 1* at ORA.

Anna Fuller Fund — fellowships, project grants: *February 1*.

Health & Welfare Canada (NHRDP) — MSc and PhD fellowships: *February 15*.

Leukemia Research Fund — research grants: *February 1*.

Medical Research Council — major equipment, development grants (category 1), new operating grants, MRC scholarships, subject research development grants (preliminary outline): *February 1*.

National Cancer Institute of Canada (NCIC) — all personnel support: *February 1*.

National Foundation for Ileitis & Colitis (US) — research grants, training awards: *February 1*.

National Huntington's Disease Association — post-doctoral fellowships: *February 15*.

National Institutes of Health (US) — supplementary grants, competing continuing grants: *February 1*.

NRC — Canadian life sciences experiments in space: *February 15*.

NSERC — access to AES vector computer: *February 1* for 1985-86 major competition.

Royal Bank Award (nominations): *February 28*.

SSHRC — strategic grants division, Canadian studies research tools: *March 1*. (Please note extended deadline.)

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*.

Life Sciences Committee — 1985 summer undergraduate and summer graduate programs, ranked applications from departments: *February 28*.

Pure & Applied Sciences Committee — small grants competition: *January 31*.

Committee Highlights

Committee on Campus & Community Affairs — December 18, 1984

- the executive assistant to the vice-president — institutional relations reported that the president is still in the process of searching for a replacement for Professor Donald Ivey as vice-president — institutional relations
- the assistant vice-president — student affairs reported that the provost had approved membership of the working group on sexual harassment (*Bulletin*, Jan. 7)

- approved the services to disabled persons policy statement. The coordinator of services to the disabled reported that there are approximately 120 disabled persons at the University. She said currently about one-third of U of T buildings are accessible to wheelchairs. The strategy of the service is to ensure that programs that involve disabled individuals are conducted in accessible buildings. The assistant vice-president — student affairs added that the administration was responsible for

reporting to the committee once a year on progress in making University facilities accessible. With approval of the policy statement, the service becomes an ongoing unit

- approved the appointment of Dr. David Graham as director of the Counselling & Learning Skills Service effective Jan. 1, 1985 (see page 6)
- received the report on alumni donor and non-donor attitudes and giving patterns (*Bulletin*, Jan. 7)



Wycliffe College PRINCIPAL

Wycliffe College, an Anglican theological College in the evangelical tradition, is seeking a Principal as its spiritual, academic and administrative leader.

The appointment, which begins July 1, 1985, is for a five-year term, renewable for a further five years. Provision will be made for the incumbent to teach in the College after completion of the term as Principal.

The new Principal must be an ordained Anglican priest, must be prepared to support the six stated Wycliffe Principles (available on request) and must have academic qualifications — such as an earned doctorate — acceptable to the Toronto School of Theology for the rank of Full Professor. Wycliffe College, which was founded in 1877, is in federation with the Toronto School of Theology and the University of Toronto. The College is also an accredited member institution of the Association of Theological Schools of the United States and Canada.

Applications should be made in writing and accompanied by a complete *curriculum vitae* to: Dr. Robert B. Salter, Chairman of the Board of Trustees and Council, c/o Bursar's Office, Wycliffe College, 5 Hoskin Avenue, Toronto, Ontario, M5S 1H7. Submissions must be received by February 28, 1985, although the College reserves the right to consider applications and to make an appointment beyond that date.



Part-Time Positions Available Dons at Trinity College

Six academic dons (Computer Science, English, French, Natural Science and Social Science) required for 1985-1986. Enquiries to the Dean of Arts, Trinity College, 6 Hoskin Avenue, Toronto, Ontario M5S 1H8 (978-3607).

Three residence dons for women's residence required for 1985-1986. Enquiries to the Dean of St. Hilda's College, 44 Devonshire Place, Toronto, Ontario M5S 2E2 (978-2254).

Applicants should be enrolled in a graduate or a professional programme or pursuing post-doctoral studies.

Applications must be submitted by March 1, 1985.



University of Toronto Report and Summary on the Final Offer Presented in Negotiations to the Canadian Union of Educational Workers

On Friday, January 11, 1985, after twenty meetings which commenced on June 26, 1984, the University presented a final offer to Local 2, Canadian Union of Educational Workers; text and explanations follow.

University Proposal

The University agrees to incorporate into the collective agreement all matters previously agreed to and signed off during negotiations by the University and the Union. The text of these 14 articles may be found in Attachment I.

University Proposal

Wage Increase and Term of Agreement

A wage increase in the first year of 6.0 percent (retroactive to September 1, 1984):

Undergraduate (UG): increase of \$0.88 per hour to \$15.55 per hour and \$246.40 per session (280 hours) to \$4,354.00 per session (280 hours)

SGS I: increase of \$1.01 per hour to \$17.80 per hour and \$282.80 per session (280 hours) to \$4,984.00 per session (280 hours)

SGS II/PDF: increase of \$1.13 per hour to \$19.90 per hour and \$316.40 per session (280 hours) to \$5,572.00 per session (280 hours)

A wage increase in the second year of 5.0 percent effective September 1, 1985:

Undergraduate (UG): increase of \$0.78 per hour to \$16.33 per hour and \$218.40 per session (280 hours) to \$4,572.40 per session (280 hours)

SGS I: increase of \$0.89 per hour to \$18.69 per hour and \$249.20 per session (280 hours) to \$5,233.20 per session (280 hours)

SGS II/PDF: increase of \$1.00 per hour to \$20.90 per hour and \$280.00 per session (280 hours) to \$5,852.00 per session (280 hours)

Term of agreement: Two years, expiring August 31, 1986.

University Proposal

2:03 Students enrolled in courses which require the student from time to time to present lectures, lead discussions or otherwise actively participate in the presentation of the course in which they are enrolled, or students who are required to present reports, generally involving discussions of the student's area of study for academic development not necessarily within the context of a specific course, which may be in satisfaction of an academic requirement of the student's program of study, are exempt from the terms and conditions of the collective agreement during such activity.

Explanation

Article 2:03 — Academic Exclusions

A recent arbitration award characterized certain students enrolled in an academic course as employees covered by the collective agreement. The University wishes to amend the agreement by including a definition of teaching duties that differentiates between those teaching duties required for the education of other students and those designed as part of academic programs. The former may properly be considered as employment, subject to the terms of the agreement; the latter should be excluded since their objectives are to benefit students engaged in the presentation of seminars, demonstrations or such other activities that professors may include in the design of academic programs. This distinction is in keeping with the fundamental principle that the academic activities of students should be held separate from their work as employees of the University. The University's proposal does not conflict with the arbitration award mentioned earlier and has no effect on the employment of teaching assistants as provided by the collective agreement.

University Proposal

Union Security

6:01 Membership in the Union shall be on a voluntary basis; however, as a condition of employment, each employee shall have deducted by the Employer from each monthly pay during the term of the Agreement an amount equivalent to the Union dues as are uniformly levied upon all members of the Union in accordance with its Constitution and By-laws. The amount of such dues shall be certified to the Employer in writing by the Secretary of the Union. Notice of any change in dues must be provided in writing to the Employer by the Secretary of the Union and shall be effective on the first day of the month following the period of sixty (60) days from actual receipt of the notice. The Employer shall not be required to implement any change in dues affecting only a portion of the monthly pay.

The Employer shall remit the amount deducted in accordance with this Article to the Union not later than one (1) month after the deduction has been made. Each remittance to the Union shall be accompanied by a list of the employees from whose pay the deductions have been made. This list shall also include salaries; classifications; and departmental designations arising from normal processing of employment forms in accordance with the practices and procedures established by the Employer. The provision of any information by the Employer shall be in the form and/or format determined by the Employer, which may be varied by the Employer at the Employer's sole discretion.

All enquiries concerning Union dues, or dues deductions, should be directed to the CUEW Office, 16 Bancroft Avenue, telephone 593-7057.

The Union will indemnify and save

the University harmless from any and all claims which may be made against it by an employee or employees for amounts deducted from pay as provided for in this Article.

Explanation

Article 6:01 — Union Security

This proposal requires a combination of two types of information already provided separately to the Union by the University. Dues deduction information, consisting of employees' names, salaries and dues amounts deducted, has always been provided on a monthly basis. However, the collective agreement provision specifying that appointment data (names, salaries, departments of employment, and classifications) must be provided within two weeks has been revised. Under this proposal, both dues deduction and appointment data will be integrated and provided to the Union on a monthly basis. In addition to eliminating duplication, the usefulness of the information will be improved substantially by its integration, with the University retaining the right to alter without penalty the anticipated format if the need arises. This proposal would replace both current Article 6:01 and current Article 6:02.

University Proposal

Grievance Procedure

Definition of Grievance

11:01A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of the collective agreement. Employment under the provisions of this collective agreement is a prerequisite for the filing of a grievance. An earnest effort shall be made to settle grievances fairly and promptly in the following manner.

University Proposal

Time Limits — Grievance Procedure

11:02 Time limits as specified in Article 11 (Grievance Procedure) are mandatory. A grievance which has not been processed in proper sequence to the next step within the time limit specified shall be deemed to be settled on the basis of the Employer's last answer. Where no answer is given within the time limit specified, the grieving party shall be entitled to submit the grievance to the next step of the grievance procedure. However, time limits specified in Article 11 may be extended by mutual agreement in writing between the parties hereto. Saturdays, Sundays and University holidays will not be counted in determining the time within which action is to be taken or completed under the Grievance Procedure. No grievance may be submitted to arbitration which has not been properly carried through all the requisite steps of the Grievance Procedure.

University Proposal

Individual Grievances

11:03 *Step 1* — If an employee has a grievance, the employee shall within thirty (30) days after the occurrence of the matter which is the subject of the grievance, present a written grievance on the form provided (Appendix C) to the employee's immediate supervisor. The employee may be accompanied by the employee's Steward if the employee so wishes. The supervisor shall give a written decision to the employee and the employee's Steward within five (5) working days after receipt of the grievance.

Step 2 — If the grievance is not resolved at Step 1, then, within seven (7) working days, the written grievance may be referred to the Designated Authority of the Department. The Designated Authority of the Department will give a written decision to the employee and the

employee's Steward within seven (7) working days after receipt of the grievance at Step 2.
Step 3 (Multi-Department Faculties and Colleges) — If the grievance is not resolved at Step 2 (Departmental level), then, within seven (7) working days, the written grievance may be referred to the Designated Authority of the employee's Faculty or College. The Designated Authority (or the designated representative of the Designated Authority) of the employee's Faculty or College will give a written decision to the employee and the Chief Union Steward within seven (7) working days after receipt of the grievance at Step 3.

Step 4 — If the grievance is not resolved at Step 3, in the case of multi-Department Faculties or Colleges, or at Step 2, in the case of unitary Faculties and separate Departments, then, within seven (7) working days, the written grievance may be referred to the Vice President and Provost (or the designated representative of the Vice President and Provost), transmitted by a letter signed by the President of the Union. The Vice President and Provost (or the designated representative of the Vice President and Provost) will give a written decision to the President of the Union within seven (7) working days after receipt of the grievance at Step 4.

If the grievance is not resolved at Step 4, the Union may refer the grievance to arbitration pursuant to Article 12 of the collective agreement, within fifteen (15) working days thereafter.

University Proposal

Group Grievance

11:04 A group grievance, which is defined as an identical alleged violation of this Agreement concerning two or more employees employed in the same Department and course with the same immediate supervisor, may be presented in writing on the form provided (Appendix C) to the employees' immediate supervisor within thirty (30) days after the occurrence of the matter which is the subject of the grievance. The employees may be accompanied by their Steward if the employees so wish. The supervisor shall give a written decision to the employees and their Steward within seven (7) working days after receipt of the grievance.

If the grievance is not settled at this stage, it may go to Step 2 as defined in the Individual Grievance Procedure and be processed then and subsequently as set out in the Individual Grievance Procedure.

University Proposal

Policy Grievance

11:05 A policy grievance of the Employer, or a policy grievance of the Union which is distinguished from an individual employee's grievance or a group grievance, and which is defined as a difference arising between the Employer and the Union as to the interpretation or alleged violation of a specified provision or provisions of this Agreement affecting the Employer or the Union as such, shall be reduced to writing, signed by the President of the Union, or the Vice President and Provost (or the designated representative of the Vice President and Provost), as the case may be, and submitted to the Vice President and Provost (or the designated representative of the Vice President and Provost), or the President of the Union, as the case may be, within fifteen (15) working days after the occurrence of the matter which is the subject of the grievance. It is expressly understood that the provisions of this paragraph may not be used by the Union to institute or duplicate any individual or group grievance directly affecting an employee or employees

which such employee(s) could personally initiate, hereby passing or paralleling the regular grievance procedure, whether or not such individual or group grievance has been filed. The initiating party in a written grievance must state the nature and basis of the grievance clearly and fully. The responding party shall provide a written response within fifteen (15) working days after receipt of the grievance.

If the grievance is not resolved, the initiating party may notify the other party in writing within a period of fifteen (15) working days that it intends to proceed to arbitration pursuant to Article 12 of this collective agreement.

University Proposal

Suspension or Discharge Grievance

11:07 In the case of an employee who has been suspended or discharged, the employee may submit a grievance in writing on a form supplied by the Employer, signed by the employee, to the Vice President and Provost (or the designated representative of the Vice President and Provost), within five (5) working days after the employee's suspension or discharge. A copy of the same form shall at the same time be submitted by the grievor to the Designated Authority of the grievor's Department. The Vice President and Provost (or the designated representative of the Vice President and Provost) shall meet with the President of the Union and the Chief Union Steward within a period of five (5) working days after receipt of the written grievance. If the grievance is not settled at this meeting, or within a period of five (5) working days following the meeting, then the Union may notify the Employer in writing within a further period of five (5) working days that it intends to proceed to arbitration pursuant to Article 12 of this collective agreement.

Explanation

Article 11 — Grievance Procedure (Articles 11:01 — 11:05; 11:07)

The Grievance Procedure has received much attention during the 1984 negotiations. Procedural misunderstandings and disagreements have arisen between the parties in the past few years to the detriment of the dispute resolution process. Both the Union and the University have expressed concern that the existing provisions do not offer a clear outline of how differences may be articulated and resolved, whether they be between teaching assistants and supervisors, or between the Union and the University. Accordingly, the University's proposals for amending the Grievance Procedure reflect the importance attached to it as a means of constructive interchange, based on the provision for a clear written statement of the issues at the start of the process. In order to create greater opportunities for settlement of individual or group grievances at an early stage, the time limits (after initiation) have been expanded in the first three steps. The time period within which an individual or group grievance is to be brought forward is reduced to avoid complications arising from too great a span of time between a perceived violation and the resulting grievance. Although it may be argued that reduction of the time limit for initial filing of a grievance would work to the University's advantage, it is the University's view that the interests of both parties are better served when concerns are raised as soon as possible "after the occurrence of the matter which is the subject of grievance"; then the situation is fresh in the minds of those concerned and the passage of time has not rendered resolution more difficult nor exacerbated the problem.

Two other important changes have been proposed by the University. The

first clarifies the University's position that the terms of the collective agreement are applicable only to those employed. The second is a definition that separates policy grievances from all other grievances. The latter arise from disagreements between employees or groups of employees and their supervisors; the former are usually based on disputes between the Union and the University concerning the interpretation of the collective agreement itself. A clear definition of each will ensure that the appropriate type of grievance is filed and prevent unnecessary duplication, such as arises when both policy grievances and individual or group grievances are initiated concurrently. When this happens, procedural difficulties arise that are barriers to the resolution of the real issues underlying the disagreement.

To summarize, the Grievance Procedure is an important aspect of the collective agreement, since it establishes the way in which concerns of employees and the Union, as well as those of the University, can be raised, openly, speedily and constructively, with due regard for the rights of all concerned. The University's proposals reflect this viewpoint and contain clear language to ensure that issues rather than procedures remain the focal point of this critical process.

University Proposal
Hiring Criteria

13:03 Appointments covered by this Agreement shall be made for the full academic session, or a portion thereof. Ability, academic qualifications and suitability for the position are important considerations and shall be among the criteria used in selection. Financial need, and enrolment or prospective enrolment in a recognized graduate program of study in the hiring Department or a Graduate Centre or Institute, may also be considered. Preference shall be given to students (undergraduate or graduate, as defined in Article 2:01) enrolled in the University of Toronto, and to prospective graduate students who have made application to be enrolled in the School of Graduate Studies of the University of Toronto, and to Post Doctoral Fellows in the University of Toronto. However, the foregoing will not affect or preclude the employment of persons who are not students nor will it affect or preclude the Employer's policy of employing persons on the basis of special experience or competence.

Explanation

Article 13:03 — Hiring Criteria
The University has long maintained a policy of preference for graduate students in filling teaching assistant positions. This policy, however, has never been absolute; for example, the CUEW bargaining unit includes undergraduate students and Post Doctoral Fellows as well as graduate students. Difficulties have arisen in recent years between the Union and the University as a result of differing interpretations of the meaning and application of the existing provisions relative to the preference for graduate students/prospective graduate students and the occasional necessity in specific situations to employ persons other than students. In addition, the weight given to the financial need of prospective employees has not always been understood clearly. Also troubling has been the difference of opinion as to a Department's ability to prefer as teaching assistants its own graduate students and prospective graduate students, particularly in disciplines where opportunities for support are limited and the acquisition of teaching experience is important as a qualification for future employment. The University's proposal on hiring

criteria articulates the importance of a Department's ability to give preference to its own graduate students and prospective graduate students (or those associated with a Graduate Centre or Institute) in accordance with its needs and theirs. In addition, the principle is stated that preference will be given to University of Toronto students, prospective graduate students and Post Doctoral Fellows. The establishment of a clear definition of the application of preference, combined with provision for responsible flexibility in selection, will better serve the needs of the University and potential members of the bargaining unit.

University Proposal
Alterations During the Term of Employment

13:08 During the term of employment, the supervisor shall have the exclusive right to reallocate time applied to the duties and to substitute or revise duties without reducing the total number of hours or significantly altering the nature of the duties. Before implementing such changes, the supervisor shall inform the employee of the changes and the reasons therefor. The employee shall receive a copy of any altered description of the position.

Explanation

Article 13:08 — Alterations During the Term of Employment
Recognizing the need for flexibility in order to meet instructional needs during the course of an appointment, including rearrangements resulting from enrolment fluctuations or changes in the course structure, this proposal clarifies the faculty supervisor's role in adjusting assignments if necessary; the employees are protected by the assurance that teaching assistants' total hours will not be reduced by such changes.

University Proposal

13:09 It is agreed that the employee and the employee's supervisor have a mutual responsibility to ensure that the total hours of work as set out in the written description of the employee's position are not exceeded. Where an employee has any reason to believe that he/she may be unable to perform the duties specified in his/her accepted written offer of employment or other written description of the position within the hours specified (either the total hours or the hours applicable to a section thereof), the employee must, immediately and in detail, complete a "Notice of Request for Discussion" (Appendix B) and deliver it to the employee's supervisor. The employee and the employee's supervisor shall meet to discuss the employee's concerns not later than three (3) working days after the employee's supervisor has received the notice. If no agreement can be reached, the employee may file an individual grievance commencing at Step 1 of the Grievance Procedure (Article 11). In the event the grievance is not settled and proceeds to arbitration, the arbitration board may award payment for additional hours worked, provided, however, that no such payment may be awarded where the additional hours resulted from the employee's choice of approach to the employee's duties, and/or where the additional hours were worked prior to the employee's delivery of the "Notice of Request for Discussion" to the employee's supervisor. No such grievance may be initiated unless the employee has complied with the provisions set forth in this paragraph.

Explanation

Article 13:09 and Appendix B
This proposal is designed to ensure that any concerns of an employee relating to the hours of work as assigned are promptly and clearly raised and addressed by both the employee and the faculty supervisor. Such a process ensures that good-faith misunderstandings are resolved without delay, and that where revisions are necessary, these may be arranged at the earliest opportunity, for the benefit of both employee and supervisor. Where differences remain after discussion and examination, the process of dispute resolution is clear; it is designed to focus on the problem rather than the procedure. This proposal is intended to protect the University as well as the employee by directing the employee to consult with the supervisor before performing duties in excess of the hours allocated, rather than after. Three grievances relating to hours of work beyond those allocated have been arbitrated, and each has been decided in the University's favour. The involvement of faculty and staff in these arbitrations has been costly and time-consuming; without the amendment discussed above, the potential for recurrence of such avoidable grievances continues to exist.

University Proposal
Departmental Hiring Policies

13:10 Departmental hiring policies, copies of which have been supplied to the Union, do not form part of this collective agreement and are therefore not subject to the grievance and arbitration procedures of the collective agreement (Articles 11 and 12). In the event that a Department alters its written policy, the Employer shall supply the Union with a copy of such alteration.

Explanation

Article 13:10 — Departmental Hiring Policies
Departmental hiring policies were first made available to the Union and interested applicants in 1978, for the purpose of providing useful information relative to the selection of teaching assistants covered by the collective agreement. The University's proposal incorporates the findings of an arbitration board that these policies do not form part of the collective agreement and that their contents are not appropriately the subject of a grievance. The University's long-standing commitment will continue to provide to the Union copies of changes in hiring policies.

University Proposal
Letters of Intent

18:06 The letters of intent are not a part of this collective agreement, and are, therefore, not subject to the provisions of Article 11 (Grievance Procedure) and/or Article 12 (Arbitration).

Explanation

Article 18:06 — Letters of Intent
Letters of intent represent expressions of the policies of the issuing party, often expressed in broad, general terms not readily specified to the same degree of precision as clauses incorporated into a collective agreement. The University wishes to continue its practice of recording publicly its position on matters of mutual concern through letters of intent, while taking note of the difficulties encountered by both the Union and the University in connection with grievances relating to their contents. The University's proposal therefore clarifies its position that letters of intent are not a part of the collective agreement. All present letters of intent themselves will be appropriately amended and renewed.

Appendix B	
Notice of Request for Discussion	
<i>Re: Article 13:09</i>	
In accordance with the provisions of Article 13:09 of the collective agreement between the University of Toronto and the Canadian Union of Educational Workers, Local 2, I hereby give written notice that I wish to discuss the hours of work which are set out in the written description of my position for the reason(s) listed below:	
<div></div> <div></div> <div></div> <div></div> <div></div> <div></div>	
A copy of the written description of my position is attached.	
Please Print or Type Except for Signature	
Notice sent to: _____	
Name _____	
Title _____	
Date mailed: _____ (or) Date delivered: _____	
Employee's name: _____	
Employee's signature: _____	
<hr/>	
Office Use Only	
Date notice received: _____ By: _____	
Date meeting to be held: _____	
Date employee advised of meeting date: _____	
—by letter dated _____	
—by telephone on _____	
—by personal contact on _____	

University of Toronto
CUEW Grievance Form
(Please print or type except for signature)

Grievor(s)

Name _____
Dept. of Employment _____
Course (title and number) _____
Supervisor _____
Steward _____

Nature of Grievance

Basis of Grievance

Redress Sought

Date submitted _____
Employee Signature _____
Steward's Signature _____

Date Received at Step 1 _____

Step 1 Response

Date _____ Signature _____
Title _____

Step 2 (Description on Page 1, attached)

Name _____
Employee Signature _____
Steward's Signature _____
Designated Authority (Dept) _____
Date Submitted at Step 2 _____

Date Received at Step 2 _____

Step 2 Response

Date _____ Signature _____
Title _____

Multi-Department Faculties and Colleges Only

Step 3 (Description on Page 1, attached)

Name _____
Employee Signature _____
Chief Union Steward's Signature _____
Designated Authority (Faculty or College) _____

Date Submitted at Step 3 _____

Date Received at Step 3 _____

Step 3 Response

Date _____ Signature _____
Title _____

Attachment I

General Purpose

1:01 The purpose of this Agreement is to establish an orderly collective bargaining relationship between the Employer and employees represented by the Union.

Recognition

Bargaining Unit

2:01 The Employer recognizes the Canadian Union of Educational Workers Local 2 as the sole and exclusive collective bargaining agent for all persons employed as teaching assistants, teaching fellows, demonstrators, tutors, markers, instructors, teaching laboratory assistants, and part-time lecturers who are Post Doctoral Fellows, Undergraduate Students in the University of Toronto, and Graduate Students in the School of Graduate Studies of the University of Toronto.

Reservation Of Management Rights

3:01 The Union acknowledges that it is the right of the Employer to maintain order and efficiency; hire, classify, transfer, promote, demote, lay off, discipline, suspend, or discharge employees; establish and enforce rules and regulations not inconsistent with the provisions of this Agreement, which govern the conduct of the employees, and generally to manage and operate the University of Toronto. The Employer agrees to exercise these rights in a manner which is fair, reasonable, equitable and consistent with the provisions of this Agreement.

No Strikes and No Lockouts

5:01 The Employer undertakes that there will be no lockout as defined in the Labour Relations Act during the term of this Agreement. The Union undertakes that there will be no strike as defined in the Labour Relations Act during the term of this Agreement.

New Employees

7:01 The Employer agrees to inform all applicants, prospective members of the bargaining unit and new employees that a Union agreement is in effect, and to include a copy of the Agreement with notification of appointment. The Employer agrees to provide copies of any new Agreement to all employees.

Correspondence

8:01 All correspondence between the parties, arising out of this Agreement or incidental thereto, shall pass to and from the Manager, Labour Relations, 215 Huron Street, Toronto and the Secretary or President of the Union.

8:02 Any such communications given under this Agreement shall be deemed given and received three working days after date of posting.

Labour Management Relations

9:01 No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. The Employer shall not meet with any employee or group of employees undertaking to represent the Union without the proper authorization of the Union. In representing an employee or group of employees, a representative of the Union shall be the spokesperson. In order that this

may be carried out, the Union shall supply the Employer with the names of its Officers and representatives. Likewise, the Employer shall supply the Union with a list of its Designated Authorities. Neither the Union nor the Employer shall be required to recognize such representatives until written notification has been received.

Labour/Management Discussion

9:02 The Union and the Employer acknowledge the mutual benefits to be derived from joint consultation. Consultation shall be arranged at the request of either party through the Manager of Labour Relations or the President of the Union.

Discussion

9:03 The parties are agreed that discussion and communication on matters of mutual concern between employees or the Union and Departments of employment shall be encouraged, recognizing that the format of these discussions will vary from Department to Department.

Union Representation

10:01 In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of Union Stewards and the Grievance Committee to assist in preparing and presenting grievances in accordance with the Grievance Procedure. The Employer agrees to recognize one Steward for each Department employing persons covered by this Agreement. The Employer agrees to recognize more than one Steward in large Departments and to recognize single Stewards for groups of Departments where necessary. It is agreed that the Steward (or Stewards) representing a Department (or group of Departments) shall be employed in that Department (or group of Departments) at the time of notification of selection as Steward. A Steward shall continue to be recognized until further written notice from the Union indicating otherwise or until the expiry of that academic year ending August 31st, whichever is earlier.

10:02 The Employer agrees to recognize the authority of members of the Grievance Committee to assist in the administration of the collective agreement if a regular Steward in a Department is unavailable for any reason.

10:03 The Union shall notify the Employer in writing of the name of each Steward, the Steward's Department of employment and the Department or Departments the Steward represents and the names of the members of the Grievance Committee, before the Employer shall be required to recognize such Stewards or Grievance Committee members.

Hours of Work

13:05 A regular position is one that requires an *average* of ten (10) hours of work per week for a total of 280 hours of work per academic session. Work loads equivalent to those of a regular position may be compressed into a shorter time period in accordance with the needs of individual Departments. Work loads less than those of a regular position, either in terms of hours per week, or in terms of total hours per academic session, may be arranged and will be paid for on an hourly basis.

Academics worry and await Wilson budget

by Judith Knelman

The Mulroney government's war on the deficit has academics in all disciplines worried about long-term implications of cuts to research. So far, no cuts have been announced to the granting councils, but, in the wake of Finance Minister Michael Wilson's economic statement in November and consequent reductions in government research programs, many university researchers are uneasily waiting for the other shoe to drop in the April budget.

The Social Sciences & Humanities Research Council (SSHRC) still has not had approval of the five-year plan submitted to Cabinet last year after wide consultation with and endorsement by scholars in these fields. The Natural Sciences & Engineering Research Council (NSERC) has not yet received the supplementary windfall it has been using at the end of recent fiscal years to fund equipment, nor has it been told whether the escalation recommended for it in the fifth year of a five-year plan will be funded. The Medical Research Council (MRC), after vigorous protests, has got the government to agree to a reconsideration of its position that extra funding MRC received for the past two years would not be considered part of its base budget. Various National Research Council (NRC) projects have been shelved, and its Environmental Secretariat has been wiped out. And there are ominous implications for university researchers in a host of cuts announced by the Treasury Board.

"All the way around it seems to be bad news," says Senator Lorna Marsden, a member of U of T's Department of Sociology and former vice-provost here, who will be asking questions in the Senate about the implications to universities of these cuts, which include the Toronto/Guelph Toxicology Centre (\$5.4 million), grants to national and international organizations by External Affairs (\$1 million), grants to general cultural groups including the National Action Committee by the Secretary of State (\$10 million), research and information grants by the Canada Mortgage & Housing Corporation (\$1.5 million),

loans to students by the Secretary of State (\$5 million), student employment programs (\$85 million), the Environmental Secretariat and the Rocket & Balloon Launching Facilities Program (\$5 million), environmental services including the Canadian Wildlife Service (\$9 million) and energy research and development (\$61 million).

Says Marsden: "These cuts may not be large in terms of dollars, but they are very important in terms of what we contribute to world knowledge and to our own way of life. I think they're going to have more fundamental effects than the government imagines. It's urgent that the University examine what the collective impact will be here and make strong representation to the government."

David Nowlan, vice-president (research and government relations), and Robert Jervis, chairman of the Research Board, sent a letter last month to Prime Minister Brian Mulroney expressing concern about the implications for MRC, NSERC and SSHRC of the departmental budget cuts. They asked that a mechanism for consultation be established to give university researchers a chance to discuss the significance of proposed cuts before they are decided. The letter also made the point that an increased federal commitment to the granting councils would be consistent with the government's desire to decentralize research and development activity and to allocate funding according to merit.

If the government continues with cuts to research, it will be dismantling the accumulation of years of work that cannot be readily reconstructed, say U of T scholars and researchers. Incentive and morale will decline, with potentially disastrous effects on the Canadian research effort.

"Career structures are very fragile," says Dr. Ernest McCulloch, head of biological research at the Ontario Cancer Institute. "A precipitate action in one year will have consequences in future years. An overall reduction in funding will push us toward conformity and mediocrity, penalizing initiative and ambition. It will make it hard for us to recruit and hard for us to retain our best people. There will be considerable pressure on the best brains to go to places where they don't have to struggle so hard."

"The university will become a less exciting place for faculty and students alike. There will be less enquiry and less motivation to expand one's field and be a leader. One's objectives will be smaller, one's hopes less ambitious. And scientific research is such a risky thing that you can only do it if your morale is high."

"All of us have been thinking about this a lot. The effect will be felt not only throughout the University but throughout the country. The public will feel it in the delivery of health care: in a high-technology business like that, unless you spend a lot of money on research you become inefficient. High technology in general will suffer, because much of it has its origins in biomedical research. National pride will decline, since there will be fewer Canadians making contributions of international importance."

MRC, which includes health sciences and half of the funding to the biological and agricultural sciences, will be out \$30 million if the Tory government chooses to ignore last year's supplement to the MRC's base budget of \$123 million. So far, Health and Welfare Minister Jake Epp has

been non-committal on the subject of whether the \$30 million will be included in the MRC's grant for 1985-86. A decision is expected next month, after the Cabinet Committee on Social Development meets.

In the meantime, Dean Frederick Lowy of the Faculty of Medicine has organized a national protest movement whereby medical deans and researchers and members of the boards of teaching hospitals have been writing to politicians to urge that the supplement not be cut. "We're acting now because they're considering doing it," says Lowy. "Once they've done it it's too late to protest." Lowy has appeared on a television debate with Epp and is going to Ottawa this week with other deans to urge him to live up to a five-year funding plan drafted two years ago by his Liberal predecessors.

"What you do is you write letters and talk to people who have contacts with people of influence," says Dr. Louis Siminovich, head of genetics at the Hospital for Sick Children and director of research at Mount Sinai. "The effects of a cut could be disastrous. Our bright young people need research experience. Stop-and-go funding won't work. Clinical investigators tend to drop out of the system and become practitioners if they can't get support."

Dean Robin Armstrong of the Faculty of Arts & Science says he can understand the government's desire to cut its expenditures. "To spend \$3 for every \$2 you take in is obviously a plan for financial disaster." But he's concerned that cuts to research could continue. "If you're a politician you look at areas where you're going to get the least resistance — not social programs, not defence, but those likely to provoke the least public reaction, and you come to the granting councils. There's going to have to be a process of education as to the value of Canada's continuing at the level of pure research that has been going on."

Dean Gordon Slemon of the Faculty of Applied Science & Engineering says he is in favour of cuts to government research programs as long as research in engineering and science is left to the universities. "We in the universities might be the beneficiaries of other cuts. It is not to the benefit of the universities if the government sets up independent research centres in locations it determines politically."

NSERC, which funds research in the applied and engineering sciences, physical and mathematical sciences and 50 percent of biological and agricultural sciences, has a base budget of \$291 million and is hoping for a substantial increase in its second five-year plan, the first year of which is 1985-86. It is also hoping for supplementary funding in the current fiscal year. For the last several years, says Arthur Bourns, former president

of McMaster and a member of the council since its inception in 1978, NSERC has taken the chance that a supplement would be forthcoming for equipment needs. As the supplement is not part of the base budget, if the government were to fund NSERC for next year at the level of 1984-85 there would actually be a cut of about \$8 million not including inflation, says Bourns.

However, he's optimistic. "My own view is that NSERC is probably in a stronger position than the other two councils because of the scientific impact of a good deal of the research and development that is supported by that council. Over 50 percent of the research carried out in science and engineering in the universities has a potential for translation into industrial products. The fact of the matter is that the government has stated that it gives a high priority to those things that produce wealth and contribute to the economic health of the country."

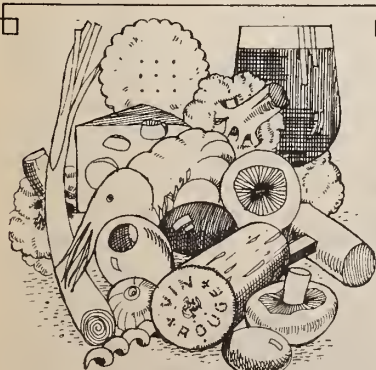
It is just this view that has humanists worried. SSHRC, which includes education, fine and applied arts, humanities and social sciences, has a base budget of \$63 million, by far the smallest of the granting councils. "The humanities have always had a problem in making their point," says Frances Halpenny, general editor of the *Dictionary of Canadian Biography*. "They feel especially vulnerable. If there is any further retrenchment for SSHRC it could have a serious effect on the number of grants that could be made and the maintenance of those that had already been made."

A decision on SSHRC's next five-year plan was deferred by Francis Fox, Minister of Communications in the Liberal government. The plan is being considered by Walter McLean, Secretary of State, who now has jurisdiction over SSHRC. "My fear is that it will not be funded, particularly the program of national research scholarships designed to keep young people with PhDs in the field," says Professor John Leyerle, former dean of the School of Graduate Studies and a member of the council.

"People in the social sciences and humanities should realize that lobbying is a long-term, sustained method of conveying their opinions to the government and the civil service," says Leyerle. "SSHRC has been underfunded for a decade. The situation is so serious that it deserves high government priority."

"If we don't plan intelligently we are in danger of greatly diminishing what has for generations been one of the intellectual and cultural strengths in Canada, namely teaching and research in the humanities. It was hard to build, and it wouldn't be easy to rebuild."

See Forum by Prof. T.C. Hutchinson, page 18.



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N.E.W.S

university of toronto computing services

Watch this space!

With this issue of the *Bulletin*, UTCS begins a regular column of product announcements, service changes and items of interest to the computing community. Comments can be forwarded to Dr. Warren Jackson, Director, UTCS, 255 Huron St., University of Toronto, Toronto, Ontario M5S 1A1.

Best of Both

Mainframes and micros. Both resources have their strengths and weaknesses not only inherently but as perceived by the user. (Who cares if a micro executes a program in a few hours and a mainframe does the same task in a few tenths of a second? Well, it all depends if time is of the essence.)

What are the strong points (perceived or otherwise) of each resource? From a micro perspective: fast response to trivial tasks; availability (just power it on); simple access; upfront financing (once you've paid for it that's more-or-less it); control and autonomy within the working environment; a wide variety of software products. The mainframe offers: power, speed and size; access to specialized equipment (plotters, laser printers); a fast and easy expandability (need 10Meg? ready overnight); networking (BITNET); a wide variety of software products.

Now, how to carve out a computing environment that offers all of the above.

One approach — buy a micro, modem and communications package. Work on the micro and talk to the mainframe when the application warrants.

UTCS would like to take another approach. We think we can configure a micro environment on a mainframe at a cost that might make you think twice about buying a micro.

The advantages? Stay tuned.

Page Scanners

Suppose you decide one day to do a computerized lexicon of the published works of someone important, say, G.W. Leibniz, noted German philosopher and mathematician. You are faced with the problem of entering the 7 volume (1400 pages) *Die Philosophischen Schriften* into machine readable form.

Solution #1: Hire someone who knows German, Latin and French and can type at a reasonable rate (7 pages/hr; total of 200 hours required). Enter the text on a micro or mainframe. If necessary train typist on a micro. Proofread. Correct and proofread corrections. If entry is on micro, transfer to mainframe. Run programs to generate lexicon. Publish. Win many awards.

Solution #2: Use the KURZWEIL 4000 page scanner (18 hours). Proofread. Correct. Run programs to generate lexicon. Publish. Win many awards, faster.

If your requirements are less ambitious and you'd like to find out more about page scanners and how they can help you, contact John Bradley, Supervisor, Textual Computing at 978-3995. If there is a sufficient demand, UTCS would like to acquire the KURZWEIL 4000 page scanner. (The Leibniz Lexicon project and the Natural Languages Steering Committee need not apply — we've already heard from these groups.)

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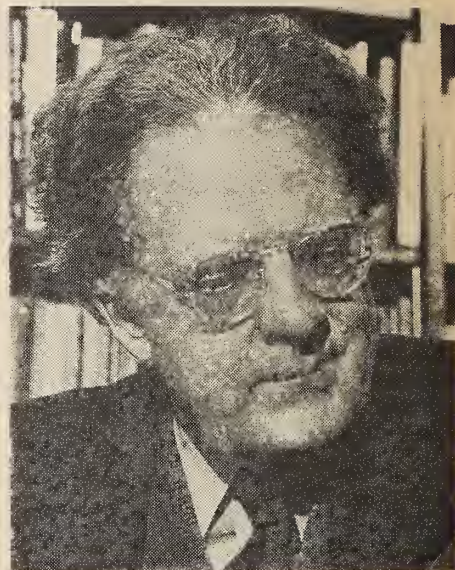
Offer does not apply to medical books, records, magazines & journals,
calendars or stationery.

Northrop Frye subject of new NFB film

The Scholar in Society: Northrop Frye in Conversation has just been released by the National Film Board of Canada. The 30-minute documentary is an interview with Professor Frye about language, democracy and the role of the university.

In the film, Frye argues that education is crucial because a democracy cannot function without articulate citizens. Reading and writing, he says, are "instruments of freedom". Frye contends that governments simply want docile citizens who can read traffic signs and fill out tax forms, while the university educates students to question imposed beliefs and to articulate ideas free of clichés. Individual liberty becomes possible in the university.

The documentary is available from the NFB in 16 mm and video versions.



ROBERT LAISDALE

Books

January

Logos Islamikos: Studia Islamica in Honorem Georgii Michaelis Wickens, edited by Roger Savory* and Dionisius A. Agius (Pontifical Institute of Mediaeval Studies; 351 pages; \$32; paper). The *Festschrift* in honour of University Professor Emeritus G.M. Wickens comprises 19 essays on Islamic doctrine and Arabic and Persian language and literature. (See story, page 7.)

December

History and Historical Understanding, edited by C.T. McIntire* and R.A. Wells (Wm. B. Eerdmans; 150 pages; \$8.95; paper). Eight essays by historians discussing what impact the conjunction of Christian religion, philosophical reflection and historical study may have upon understanding history.

A Guidebook to Puzzles and Games in Second Language Pedagogy, by Marcel Danesi (Language and Literacy Series; OISE Press; 56 pages; \$7; paper). A handbook for second language teachers on the use of games to enhance learning, featuring crosswords, anagrams, logic puzzles, classroom games and a rationale for using them. Examples are in several languages.

Catching Up November

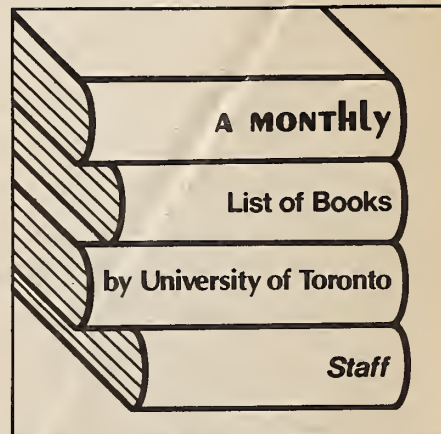
Citizen Participation in Library Decision-Making: The Toronto Experience, editor and contributor John Marshall (Dalhousie University School of Library Service/The Scarecrow Press; 436 pages; \$25). This book documents the experience of the Toronto Public Library from 1974 to 1981, when reform politics at the municipal level initiated major changes in the library system.

October

Annals of English Verse, 1770-1835: A Preliminary Survey, by J.R. de J. Jackson (Garland Publishing; 720 pages; \$76 US). This catalogue is a comprehensive list of the volumes of verse published in the United Kingdom during the romantic period. Organized by year, the more than 1,000 citations are arranged alphabetically by title, and a complete author index is provided.

September

Le Voyage de Saint Brandan par Benedeit; texte et traduction de Ian



Short, introduction et notes de Brian Merrilees* (collection 10/18, série Bibliothèque médiévale; Paris: Union Générale d'Éditions, 1984; 142 pages; \$3.95 poché). Un abbé irlandais et son équipage de moines partent dans un bateau de cuir à la recherche du paradis terrestre. Après sept ans de voyages et d'aventures merveilleuses ils y arrivent, mais auraient-ils plutôt découvert l'Amérique?

July

The Logic of Programming, by Eric Hehner (Prentice-Hall; 362 pages; \$47). Hehner introduces a small programming language and uses it as a vehicle for teaching programming methodology. He addresses the structure of large programs, data structures and sequential and concurrent execution. The approach uses mathematical logic to guarantee that programs are correct.

U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.

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Notebook

The Great Hall at Hart House will give an authentic feel to a medieval feast March 1 featuring dishes from *Pleyn Delit: Medieval Cookery for Modern Cooks* by Sharon Butler, associate editor of the *Dictionary of Old English*, and Constance Hieatt, medieval music by the Toronto Consort and a dramatic performance by the Poculi Ludique Societas.

The menu includes mushroom pasties, a disshe mete for somere (chicken livers), salat of radish-roots, crustard of eerbis (fish quiche with green topping), tart of fysshe, bourbelier de sanglier (loin of pork in boar's tail sauce), egurdouce (sweet and sour chicken), rapes in potage (turnips with carrots and parsnips in broth), buttered wortes (greens), salat, macrows (noodles), strawberye (strawberry pudding), fygey with creme bastard (fig pudding with custard sauce) and appelsis, wallenots and chese.

The occasion is a conference on urban society in the Middle Ages to which the general public is invited. The banquet costs \$35, the conference \$15, and the package \$40. To make arrangements to attend, phone 978-2380.



Dr. Saul Cohen of the Department of Obstetrics & Gynaecology recently published an article on the abnormal excretion of estrogens in complicated pregnancies — 50 years after his first scholarly article was published. The 1934 article, written when he was in the Department of Biochemistry at U of T, dealt with the quantitative estimation of estrogenic material in human

pregnancy urine. Says dean of medicine **Fred Lowy**: "There cannot be many scientists in Canada, not to say the world, who have an unbroken publication record in refereed journals that extends over a 50-year span. What an achievement!"



A gift idea for someone who has everything, including time and ambition, is being offered by the School of Continuing Studies, where certificates are available in any denomination. Courses run for various periods throughout the year. Possibilities: for \$400, a four-week immersion program in French in St. Pierre et Miquelon; for \$105, 10 weekly discussions beginning Feb. 27 of plays from the 1985 Shaw and Stratford festivals.



A newsletter from the Career Counselling & Placement Centre informs us that the staff there was joined in May by four IBM PCs with a network, two printers and a modem. A probationary performance review commends them for their work habits, organizational skill and report writing but criticizes their interpersonal skills. Even though they have been given daily training sessions in English, they insist on working in a peculiar language consisting largely of abbreviations. "Learning to work with these new staff members has been a trial for all of us," comments the newsletter.

SCS offers computer courses tailored to staff needs

The School of Continuing Studies has begun a series of hands-on computer training courses for U of T staff ranging from computer literacy to use of advanced database management and spread sheet programs. In addition to these regularly scheduled courses, the school is also equipped to offer courses specifically designed to meet the particular needs of departments.

"An attractive feature of the courses is that staff or departments do not pay tuition fees," says Sierra Shiffman, coordinator of the liberal studies program. The amount of tuition is treated as a taxable benefit for individuals by Revenue Canada. All academic and administrative staff are eligible.

Courses under way include introduction to computer programming, microcomputers for professionals, computer literacy for managers, dBase II, a database management program, and Lotus 1-2-3, an integrated graphics and spread sheet program.

Beginning Feb. 18, dBase II, Wordstar, Word Perfect, Unix, Lotus 1-2-3 and MS-DOS courses will be offered. A mid-afternoon (1-3 p.m.) section of computer literacy for managers begins March 4 and on April 8, a new series including advanced lotus and dBase III will start.

Shiffman sent a letter to staff in December announcing the availability of courses and says the response has been enormous: "So far, I've had several hundred replies and my phone has been ringing constantly. A lot of people just want to know what's going on and are afraid the computer age will leave them behind."

"A course designed to answer this need is computer literacy for managers. It's for supervisors whose staff use computers, or send work out to computer services. By the end of the course, a manager will have enough fluency to talk to computer people and ask intelligent questions. It's also useful for those thinking about getting computers for their department. In short, it takes away the fear of sounding like a fool."

Demand is also coming from those who use word processing programs for writing and would like to learn to use the more advanced capabilities of the programs, such as mail merging and setting up tables.

The school has designed special courses to meet specific needs of departments, and will do so for as few as five people. The purchasing department has had a course introducing microcomputers and career counselling and placement has just started a dBase II course.

Shiffman and the instructors will discuss with departmental managers their computer facilities, needs and future direction, then design a course to fill the department's requirements.

All instructors are private consultants and instruction is given on Hyperion computers (IBM-compatible). Courses are currently offered only on the St. George campus, but the school plans to buy five more Hyperions which will be used to offer courses alternately at the Erindale and Scarborough campuses.

To find out about courses, or to request a course to suit your needs, call Sierra Shiffman at 978-7051.



TULIP TIME IN HOLLAND

May 5 - 14

Stroll through the tulip fields of Keukenhof at the height of their colourful splendour, talk to bulb growers, take in the flower auctions at Aalsmeer and find out why Holland is the bulb capital of the world. And see Amsterdam by canal boat, visit a diamond factory, shop, browse and sightsee in one of Europe's most lively cities.

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Alumni nominations sought for Governing Council

On behalf of the College of Electors, the chairman, Brian O’Riordan, has issued a call for nominations for two



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alumni representatives to serve on Governing Council from July 1, 1985 to June 30, 1988. The one-year terms of Barry Papazian, QC (Victoria 1966) and D. Roger Timms (Law 1970) expire on June 30, 1985. Both are eligible for re-election.

The deadline for receipt of nominations is 4 p.m., Tuesday, February 26, 1985. Candidates will be invited to meet with the College of Electors.

A candidate must be an alumnus/a of the University and must not be a member of the staff or a student in the University; must be willing to attend frequent meetings of Governing Council and its committees; and must be a Canadian citizen.

The *University of Toronto Act, 1971* as amended by 1978, Chapter 88 defines alumni as “persons who have received degrees or post-secondary diplomas or certificates from the University, or persons who have completed one year of full-time studies, or the equivalent thereof as determined by the Governing Council, towards a degree, diploma or certificate and are no longer registered at the University”.

Further information about Governing Council and nomination forms may be obtained by writing the secretary, College of Electors, 106 Simcoe Hall, University of Toronto, Toronto M5S 1A1, or by telephoning 978-6576.

Erindale search committees

A search committee has been named to recommend a successor to Professor R.W. Van Fossen, who will be completing a term as associate dean of humanities and part-time studies on June 30, 1985.

Members of the committee are: Professors Paul W. Fox, principal (*chairman*); C.I. Rubincam, classics; V.A. DeLuca, English; M.-P. Ducretet, French; Sidney Aster, history; T.F. McIlwraith, geography; J.G. Slater, chairman, philosophy; J.F. Burke, chairman, Spanish and Portuguese, representing the deans of the School of Graduate Studies and the Faculty of Arts & Science; and Kathy Connor, principal’s office (*secretary*).

Nominations of candidates may be sent to the secretary or to any member of the committee.

A search committee has been named to recommend a successor to Professor L.J. Brooks, who will be completing a term as associate dean of social sciences on June 30, 1985.

Members of the committee are: Professors Paul W. Fox, principal (*chairman*); M.J. Bryant, commerce; Frank Reid, economics; D.S. Munro, geography; W.E. Kalbach, sociology; I.W.J. Still, chemistry; M.R. Kleindienst, chairman, anthropology and representative of the dean of the Faculty of Arts & Science; N.L. Howell, associate dean, School of Graduate Studies; and Kathy Connor, principal’s office (*secretary*).

Nominations of candidates may be sent to the secretary or to any member of the committee.

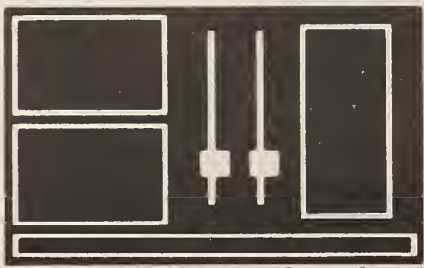
Arts and science council election

Nominations open today for positions on the general committee and other committees of the Faculty of Arts & Science Council.

Nomination forms and list of vacancies are available at the faculty office, room 1006, Sidney Smith Hall, and the

registrars’, departmental, APUS and ASSU offices. Completed forms must be received in the faculty office no later than 4 p.m. on *Friday, February 1* in order to be valid.

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Western studies alternatives in baboon experiment

The Canadian Council on Animal Care (CCAC), an Ottawa-based body responsible for monitoring treatment of laboratory animals, is conducting an "ongoing dialogue" with the University of Western Ontario regarding the university's responses to recommendations made as early as last April concerning a controversial experiment involving baboons.

Failure to comply with CCAC recommendations can result in the discontinuance of funding from the Medical Research Council (MRC) and the Natural Sciences & Engineering Research Council (NSERC), which finance the non-profit CCAC.

However, a Western spokesman, Don Haydon, assistant to the acting president, said the university "never has been, and never will be in a state of non-compliance". Western is currently looking into alternative techniques of restraining the baboons in question, as the CCAC has recommended. The alternative technique, Haydon said, involving tethering rather than forced sitting, has been developed only recently by a US researcher.

"Western has always abided by the recommendations of the CCAC," Haydon said.

A CCAC press release also says that "contrary to press reports" Western has not been threatened with a suspension of funds. In a telephone interview, CCAC director Harry Rowsell said the

contact with Western is a part of a "normal, ongoing program" of animal care surveillance.

Rowsell emphasized that fund-suspension is a "worst-case scenario" which has never come about since the CCAC was formed in 1968.

Non-compliance with CCAC recommendations results in the discontinuance of funding by the MRC and NSERC to all parts of the offending university. This policy, Rowsell said, has emerged despite the objections of the Association of Universities & Colleges of Canada. "I think this proves," he said, "that granting agencies are serious when they talk about the ethical use of animals."

The council expects yearly assessments of experiments to be undertaken by internal university animal care committees, Rowsell explained. "In the Western case, they (the local care committee) had approved this project some time ago. But it was an ongoing project. We had recommended in April that they review the method of handling the animals, or select another species. Then in a letter of implementation they told us that none of the alternative techniques would work — without having tried any of them."

Rowsell said the CCAC contact with Western was not to be construed as a response to growing public concern over the treatment of baboons in the experiment. "We would come down

hard on any university and we have," he said.

Other universities are on a "short list" for notification of CCAC concerns, Rowsell said, although in the past such institutions have been quick to correct any deficiencies. U of T, he added, is not one of the institutions due for notification.

In another development in the Western case, two faculty members — Bill Rapley, Western chief veteri-

arian, and Bernard Wolfe, the researcher in charge of the baboon experiments — have been charged by a private citizen with causing unnecessary suffering to an animal, and will appear Jan. 24 in provincial court. The complaint was laid by Peter Hamilton, the leader of a Vancouver animal rights group. Haydon said Western stands behind its researchers and will pay all the legal fees incurred by the action.

Creative professional activity defined

A report defining creative professional activity and suggesting guidelines for its use was approved in principle at the Jan. 10 meeting of the Academic Affairs Committee. Creative professional activity is one of the criteria used in assessing faculty members for appointment, merit increases, tenure and promotion. The report will now be discussed with the faculty association as one of several proposed changes to appointment and promotion policies before going to Governing Council.

A working group was established under the chairmanship of Professor Charles Hollenberg, vice-provost (health sciences) in July 1983 to examine this criterion because it was neither clearly defined nor accepted on a University-wide basis. Difficulties arose, according to the group's report, because disciplines found it essential to recruit and reward faculty with strengths in professional or clinical practice or artistic endeavours, but who lacked the usual academic qualifications of higher degrees and publications in refereed journals.

The report proposes a three-part definition of creative professional activity, with the weighting to be left to divisions. The three components are professional innovation or creative excellence; exemplary professional practice; and contributions to the development of professional practice. All components would be assessed in judging faculty performance, taking into account the faculty members's age and career stage.

Excellence in the creative and performing arts requires sustained activity judged excellent by peer review and a high reputation within and outside the University. Accomplishments

include publication of creative works of literature, juried awards and prizes, invited performances, stagings and exhibitions, and wide public recognition.

Professional innovation in other fields consists of an invention or development that has had an influence on the practice of the profession, and that is published, publicized or otherwise recognized in a way that makes possible its evaluation by practitioners in the field and in the University.

Exemplary professional practice consists of being recognized as a role-model according to peers, particularly those from outside the University. The individual must be shown to be a professional whose behaviour, style, ethics, standards and method of practice are such that students, clients and peers should be exposed to them and encouraged to emulate them.

Contributions to the development of professional practice are expected to be leadership in the profession, or in professional societies, that has influenced standards or enhanced the effectiveness of the discipline. Membership and office-holding in professional associations is not, in itself, considered evidence of creative professional activity.

The report also states that mere competence in creative professional activity should never be sufficient, but that above-average performance should be expected of a candidate at all career stages.

Responsibility is left with the divisions for developing specific criteria and documentation requirements consistent with the University-wide definition. Divisions will be asked to report such guidelines to the vice-president and provost.

Accommodation needed during '86 immunology conference

In 1986, more than 8,000 scientists will come to Toronto to participate in the sixth International Congress of Immunology, which will take place July 6 to 11.

The Toronto Congress is expected to be the largest of the five held so far since 1971 in Washington, Brighton, Sydney, Paris and Kyoto. Sponsored by the International Union of Immunological Societies (comprising 27 national societies), the 1986 congress is supported by the National Research Council of Canada, with U of T Professor Bernhard Cinader chairing the organizing committee.

Though the largest contingent of immunologists will undoubtedly come from North America, organizers are trying to make the congress inter-


nationally accessible. Funds have been set aside for fares of keynote speakers from overseas and travel bursaries for participants who, without financial assistance, would not be able to come. Organizers hope to be able to stretch the travel dollars to help the most people by providing free accommodation in private homes.

Members of the University community who might like to help by having a participant from abroad stay in their home during the congress are asked to complete and mail the form on this page. Any questions or suggestions should be directed to Professor Stanislaw Dubiski, Department of Medical Genetics, 978-6269 or, during the evening, 925-8128.



Students' donation to Ethiopia

Bob Jones (right), president of the Students' Administrative Council, and SAC external commissioner Nye Thomas presented a cheque for the Ethiopia Relief Fund to Carole Houlihan of the Red Cross at the SAC office Jan. 14. In a special campaign, U of T students raised \$3,159.77.



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Signature _____

Events

Lectures

Neuroscience Lecture Series.
2172 Medical Sciences Building. 4 p.m.

Neuronal Circuits for Flying and Jumping Locusts.
Tuesday, January 22
Prof. Keir Pearson, University of Alberta. (Zoology)

MPTP-Induced Parkinsonism in Humans and Non-Human Primates.
Tuesday, January 29
Dr. J. William Langston, Santa Clara Valley Medical Center. (Neurology and Parkinson Foundation)

Neurochemical and Immunological Aspects of Brain Tumors.
Tuesday, February 5
Prof. Allan Yates, Ohio State University. (Pathology)

Drug Nutrients and Behaviour.
Tuesday, January 22
Dr. Shlomo Yehuda, Bar-Ilan University, Israel; Rosenstadt lecture series. 3154 Medical Sciences Building. 4 p.m.

Produceable Interpretations: The Problem of The Country Wife
Tuesday, January 22
Prof. Robert Hume, Pennsylvania State University. Upper Library, Massey College. 4.15 p.m. (Graduate Center for Study of Drama and SGS Alumni Association)

Gianlorenzo Bernini and Baroque Comedy.
Thursday, January 24
Prof. Massimo Ciavolella, Carleton University. 202 Brennan Hall, St. Michael's College. 3 p.m. (Italian Studies and SMC)

Aftermath of Concretismo (Brazilian concrete poetry).
Friday, January 25
Prof. Heloisa Buarque de Hollanda, University of Rio de Janeiro. Upper Library, Massey College. 6 p.m. (Spanish & Portuguese)

Royal Canadian Institute. Canada in Space: Past, Present and Future.
Sunday, January 27
Dr. Roberta L. Bondar, Canadian Astronaut Program, NRC.

Memory and Aging: Downhill all the Way?
Sunday, February 3
Prof. Fergus Craik, Psychology, Erindale College. Auditorium, Medical Sciences Building. 3 p.m.

The Kingship of Alfred: Vassals, Vikings and Value Judgements.
Wednesday, January 30
Prof. Janet Nelson, University of London; Bertie Wilkinson memorial lecture. Senate Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4 p.m. (Medieval Studies)

Voltaire and Louis XIV.
Wednesday, January 30
Prof. Neal Johnson, University of Guelph; first in series of nine Voltaire lectures. Room 2001, 7 King's College Circle. 4.10 p.m. (Graduate French)

Assyrian Siege Warfare: The Fall of Lachish.
Wednesday, January 30
Prof. David Ussishkin, Tel Aviv University. Auditorium, Medical Sciences Building. 8 p.m. (Society for Mesopotamian Studies)

European Nihilism and American Innocence.
Thursday, January 31
Prof. Werner J. Dannhauser, Cornell University; Olin lecture in American political culture. Council Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4.15 p.m. (Political Science)

The Impact of Acid Deposition on Forest and Soils and Its International Implications.
Thursday, January 31
Prof. Bernard Ulrich, Göttingen University; Keys memorial lecture. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m. (International Studies)

Mediterranean Literacy in the Middle Ages: Towards Social and Economic History.
Thursday, January 31
Prof. Joseph Shatzmiller, Department of History. Alumni Hall, Victoria College. 8 p.m. (Society for Mediterranean Studies)

Environment and International Security.
Friday, February 1
David Munro, International Union for the Conservation of Nature. George Ignatieff Theatre, Trinity College, Devonshire Place. 1.15 p.m. (International Studies)

The Excavation of a Tholos Tomb at Nichoria; an Illustration of Modern Archaeological Methods.
Friday, February 1
Prof. Dietmar Hagel, Queen's University. 161 University College. 3 p.m. (Classics)

Environmental Rights — A Spectrum of Concern and Opportunities.
Friday, February 1
Dr. Stuart Smith, Science Council of Canada. Strachan Hall, Trinity College. 9.15 p.m. (International Studies)

Colloquia

"I Thought I Saw It Move!"
Wednesday, January 23
Prof. Stuart Anstis, York University. 2135 Sidney Smith Hall. 4 p.m. (Psychology)

Polygraphy and Biofeedback: Two Bone-Pointing Instruments of Modern Technological/Superstitious (?) Society.
Wednesday, January 30
Prof. John Furedy, Department of Psychology. 2135 Sidney Smith Hall. 4 p.m. (Psychology)

The Mythification of Sofia Kovalevskaia.
Thursday, January 31
Prof. Ann Hibner Koblitz, Institute for Advanced Study, Princeton University; K.O. May lecture in the history of mathematics. 301 Victoria College. 4 p.m. (IHPST)

Seminars

Law and Economics Workshop Series.

Eddy Match Revisited and Abuse of Dominant Position.
Wednesday, January 23
Prof. Leonard Waverman, Department of Economics.

The Risk and Return of Mitigation Strategies: An Investment Approach to Defining Optimal Mitigation Rules.
Wednesday, January 30
Prof. Jeffrey MacIntosh and David Frydenlund, Faculty of Law. Solarium, Falconer Hall. 12 noon to 1.45 p.m. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

Theories of Interpretation.
Wednesday, January 23
Prof. Graeme Nicholson, Department of Philosophy; cognitive science seminar. Coach House, 39A Queen's Park Cresc. E. 4 p.m. (McLuhan Program in Culture & Technology)

Social and Family Formations in English History: With Special Reference to the 19th Century Fertility Patterns.
Friday, January 25
Prof. David Levine, Ontario Institute for Studies in Education. Room 204, 455 Spadina Ave. 12.15 p.m. (Urban & Community Studies)

Legal Theory Workshop Series.

Free Speech and Social Structure.
Friday, January 25
Prof. Owen Fiss, Yale Law School. Solarium, Falconer Hall. 1.10 to 2.45 p.m. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

The Biblical Scholarship of Erasmus.
Is the Vulgate Version Sacrosanct? The Role of Grammar and Rhetoric in Biblical Scholarship.
Friday, January 25

"The Filthy Literature of Scotus and Sophist" — Erasmus and Scholasticism.

Friday, February 1
Erika Rummel, Collected Works of Erasmus; second and third in series of four. 316 Pratt Library. 2 to 4 p.m. (Reformation & Renaissance Studies)

Early Tantric Buddhism and Buddhist Art in South Asia.

Friday, February 1
Prof. David Waterhouse, Department of East Asian Studies. 2090A Sidney Smith Hall. 3 to 5 p.m. (South Asian Studies)

Literacy and Schooling: Issues in the Formation and Implementation of Educational Policy.

Monday, February 4
Jerry George, Ontario Ministry of Education; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m. (McLuhan Program in Culture & Technology)

UNIVERSITY OF TORONTO Bulletin Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Bulletin Events for issue of February 4:
Monday, January 21 at 5 p.m.

Bulletin Events for issue of February 25:
Monday, February 11 at 5 p.m.

The University of Toronto
Department of Political Science
presents

The Olin Lectures in American Political Culture

Werner J. Dannhauser

Department of Government,
Cornell University

"European Nihilism and American Innocence"

Thursday, Jan. 31, 4.15 p.m.
Council Chamber, Alumni Hall
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Events

Meetings & Conferences

University College Symposium Seven: Peace. 179 University College unless otherwise indicated. **Monday, January 21** Opening ceremonies. Croft Chapter House. 3 p.m. Reception/Cabaret, with Rainbow Garden Orchestra. West Hall. 7.30 p.m.

Tuesday, January 22 Jerusalem — City of Peace, Prof. Peter Richardson, Department of Religious Studies. 10.10 a.m. The Perceptions and Realities of Nuclear Missile Performance, Prof. F.D. Manchester, Department of Physics. 11.10 a.m. Strategic Musical Weapons, concert by Bob Bossin. West Hall. 12.15 p.m. English Poets of the First World War, Prof. Hans de Groot, Department of English. 2.10 p.m. Literature and Peace (19th Century Examples: Carlisle and Ruskin), Prof. Peter Morgan, Department of English. 3.10 p.m. Military and Industrial Limits on Independent Canadian Initiatives, Prof. Stephen Clarkson, Department of Political Science, and S. Hine. 4.10 p.m. Concert of compositions by John Fodi and Marjion. Mozetich for choirs, soloists and instruments. West Hall. 4.15 p.m. Animated Film Festival. 7.30

Wednesday, January 23 Olympic Games — Aspirations for World Peace: Reality or Pipedream? Prof. Bruce Kidd, School of Physical & Health Education. 9.10 a.m. *Peace*, an Ambiguous Word, Prof. G. Thaniel, Department of Classics. 10.10 a.m. The Menace of Mind, Douglas Freake, UC Essay Workshop. 11.10 a.m. *Deadclothes*, UC drama program production. Room 140. 12.15 p.m. Peace and the Media, Max Allen and Bernie Lucht, CBC. 2.10 p.m. *The War Game*, film by Peter Watkins. 4.15 p.m. Canada and the Nuclear Winter, Provost Kenneth Hare, Trinity College. West Hall. 8 p.m.

Thursday, January 24 A Good Kind of Peace, Prof. William Blissett, Department of English. 10.10 a.m. The Economics of the Arms Race, Prof. Mel Watkins, Department of Economics. 11.10 a.m. Storytelling for Adults, Robert Barton, Room 140. 12.15 p.m. Concert, Nancy White, satirical singer/songwriter. West Hall. 1.15 p.m. Fantasies on War and Peace in Contemporary American Film, Prof. Anne Lancashire, Department of English. 2.10 p.m. Prospects of Peace — Contribution of Women, Univer-

sity Prof. Ursula Franklin, Department of Metallurgy & Materials Science. 3.10 p.m. *Brecht Songs and Poems*, concert/reading. West Hall. 4.15 p.m. *The Grand Illusion*, film, French with English subtitles. 7.30 p.m. Goodwin's student coffee house: talent night. West Hall. 9 p.m.

Friday, January 25 The Ambiguities of Pacifism: Peace and Violence in the Fiction of Rudy Weibe, Prof. W.J. Keith, Department of English. 10.10 a.m. Behavioural Theories and Disarmament Strategies, Prof. Anatol Rapoport, peace studies program. 11.10 a.m. Peace Poetry. Room 140. 12.15 p.m. Student Pugwash debate, with University Prof. John Polanyi, Department of Chemistry. 2.10 p.m. Jazz concert by York University students. West Hall. 4.15 p.m. *A Soldier's Tale*, reading with music by Stravinsky. West Hall. 7.30 p.m. **Information: A-102 University College; 978-8746.**

Victoria Women's Association. **Wednesday, January 23** Student program. Wymilwood. 2 p.m.

CUSO Public Information Meeting. **Wednesday, January 23** International Student Centre, 33 St. George St. 7.30 to 9.30 p.m. **Information: 978-4022.**

Ontario Psychiatric Association. **Thursday, January 24 to Saturday, January 26** Annual meeting. Sheraton Centre. **Information: Dr. Frank Cashman, Clarke Institute of Psychiatry, 979-2221, or Jean Reed, 532-8710.**

Institute of Medical Science Scientific Day. **Friday, January 25** Biomedical Research — A View from the Top, President George E. Connell; keynote address. 11.30 a.m. Directions and Opportunities in Biomedical Research: Go West Young Man, Dean Mamoru Watanabe, University of Calgary. 4 p.m. The Physician Scientist — A Critical Species, Dean Jack Laidlaw, McMaster University, after dinner talk. Debates Room, Hart House. 8.30 a.m. to 5 p.m. **Information: Birgitte Ivanans, 978-5012.**

U of T CP/M Users' Group. **Monday, January 28** Round table discussion on word processors, particularly WordStar. Room 52, Faculty of Nursing. 7 to 9 p.m.



Drawings by Hiroshima-Nagasaki survivors will be displayed in the Croft Chapter House during the University College peace symposium from Jan. 21 at 3 p.m. until Jan. 25 inclusive. The exhibit will be open from 10 a.m. to 9 p.m. daily. "The Day When the Atomic Bomb Exploded Around 10 a.m." (above) shows survivors who have escaped from fire by jumping in a river. In the artist's words: "It was high tide, or all of them would have been killed. I myself leaned on a small wooden beam, but I spent five hours in

International Conference on Medieval Coronations. **Thursday, January 31 to Sunday, February 3** International conference in memory of Prof. John Brückmann. Sessions at Glendon College, York University, Trinity College and Pontifical Institute of Mediaeval Studies. Registration \$40, students, senior citizens and members of the nobility \$25 **Information: Prof. Roger E. Reynolds, PIMS, 978-7142. (U of T, PIMS, York University and le Centre d'Etudes Médiévales de l'Université de Montréal)**

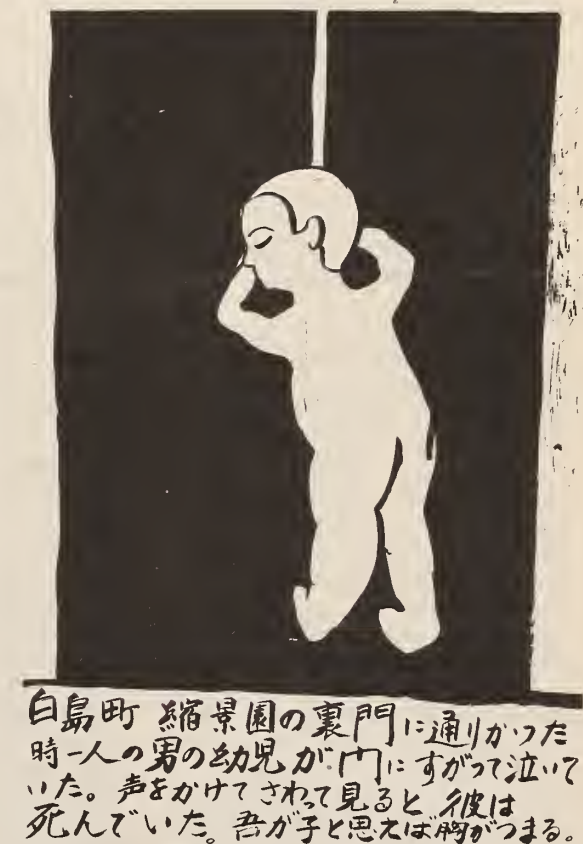
Concerts
ROYAL CONSERVATORY OF MUSIC
Noon Hour Series. **Wednesday, January 23** John Kruspe, piano. Concert Hall. 12.15 p.m.
Twilight Series. **Thursday, January 31** Vicki Blechta, flute, Patricia Morehead, oboe, and Cecilia Ignatieff, piano. Concert Hall. 5.15 p.m. Tickets \$2, students and senior citizens \$1. **Information on all Conservatory concerts available from publicity office, 978-3771.**

FACULTY OF MUSIC EDWARD JOHNSON BUILDING
Thursday Afternoon Series. **Thursday, January 24** Student chamber music. **Thursday, January 31** Early music ensemble. Walter Hall. 2.10 p.m.

Governing Council & Committees

Planning & Resources Committee. **Monday, January 21** Please note: meeting cancelled.
Committee on Campus & Community Affairs. **Tuesday, January 22** Please note: meeting cancelled.
Business Affairs Committee. **Wednesday, January 23** Please note: meeting cancelled.

the water ... I still keep the beam with me. I have kept silent for the past 30 years, except that I talk to the beam from time to time." The artist of "Small Child Crying at Temple Doors" wrote: "I saw an infant boy leaning against the gate and heard him crying. When I approached and touched him, I found that he was dead."



Research & Academic Services Subcommittee. **Wednesday, January 23** Please note: meeting cancelled.
Admissions, Curriculum & Standards Subcommittee. **Wednesday, January 30** Council Chamber, Simcoe Hall. 4 p.m.

Plays
HART HOUSE THEATRE
You Too Would Enjoy Her. **January 23 to 26** By Ana Diosdado; third in Graduate Centre for the Study of Drama 1984-85. Hart House Theatre season. 8 p.m. Tickets \$7, students and senior citizens \$3.50. **Information and reservations: 978-8668.**
SCARBOROUGH COLLEGE.
Death of a Salesman. **January 23 to 26** Scarborough Campus Drama Club production. TV Studio 1. 8 p.m. \$2 donation suggested. **Information: 284-3126.**

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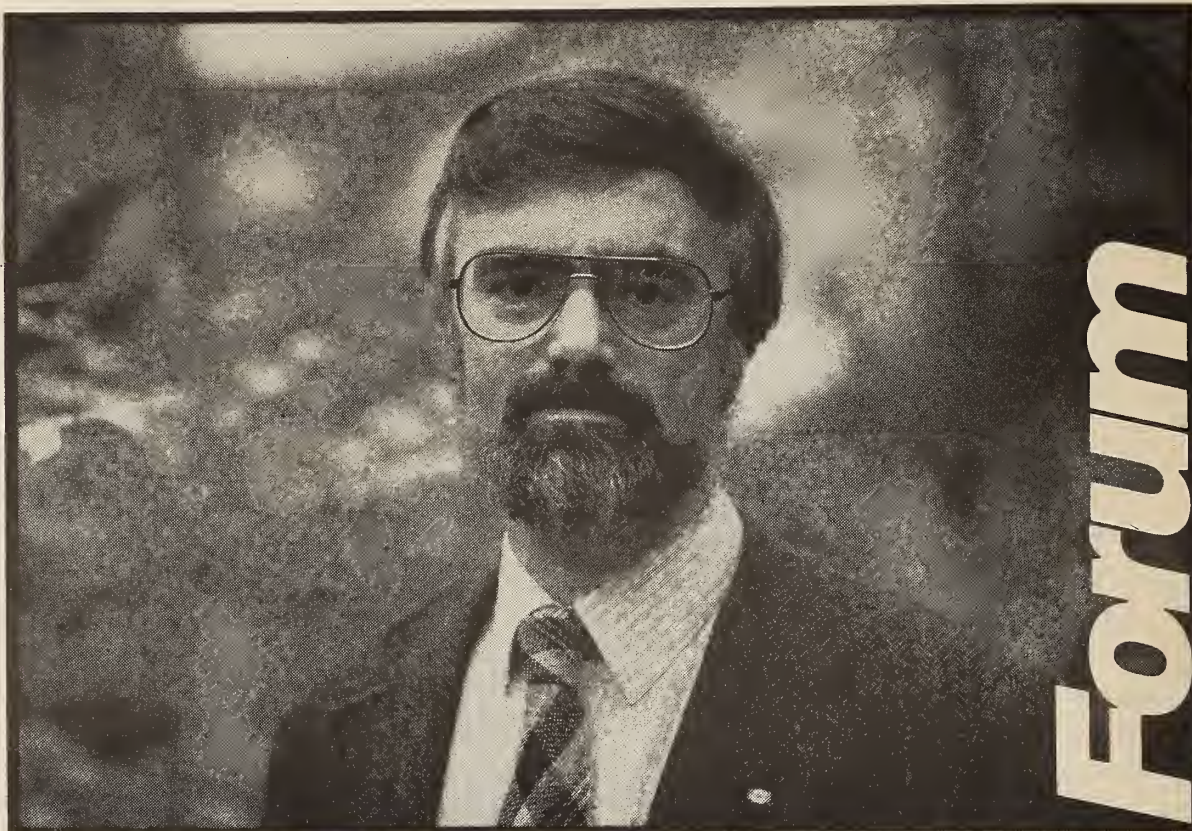


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A disproportionate attack on environmental research

by T.C. Hutchinson



In the federal government's budget cuts announced in November, very substantial damage was done to our collective ability to monitor the impacts of pollutants on the Canadian environment and especially to assess the present and future risks to the health of our ecosystems and people. Three areas are of particular concern. These are the cuts to Environment Canada and especially to the much respected Canadian Wildlife Service, cuts to the National Research Council (NRC), and the elimination of federal support to the Canadian Centre for Toxicology, jointly being developed by the Universities of Toronto and Guelph. The magnitude of the cuts demands attention.

The Canadian Wildlife Service suffered a 22 percent cut, while the National Research Council had \$70 million deleted, for a cut of 22.5 percent. This latter included the total elimination of its Environmental Secretariat, costing \$1 million, with the staff of 17 scientists and support personnel, and its entire contract research budget program of \$600,000 for environmental-toxicological studies. The federal cuts to the Canadian Centre for Toxicology amount to about \$15 million.

While the media have done a very good job in drawing attention to the Environment Canada and Wildlife cuts, resulting in a storm of public protest, the effects on NRC and on our Toronto-Guelph graduate training and research program in toxicology have received very much less publicity. Budget cuts of 22 percent, elimination of a major national expert resource in environmental quality, and the torpedoing of the Canadian Centre for Toxicology can surely only be interpreted as a carefully aimed dismantling of institutions designed to protect the environment and consequent human health. The general desire of the country for budgetary restraint seems to have been mischievously translated into a quite disproportionate attack on environmental and toxicological research, perhaps in the mistaken belief that this will clear the way for industrial expansion without busy-body scientists stalling progress.

The Minister of Science, Thomas Siddon, has gone along quite enthusiastically with the cuts to the NRC, and has stated that the Environmental Secretariat programs can be

perhaps picked up by either federal departments or the private sector. Since the environmental programs are most directly relevant to Environment Canada, which took a \$46 million cut, this seems a most remote possibility. The radiation standards section of NRC, which sets exposure standards for hospital X-rays etc., has been eliminated so that we must now rely almost completely on the National Bureau of Standards in Washington.

The Environmental Secretariat of NRC was started in 1970 in response to concerns about the effects of such contaminants as mercury, PCBs and pesticides on the Canadian environment. It serves the NRC Associate Committee on Scientific Criteria for Environmental Quality, whose mandate is to bring together the most up-to-date and reliable information possible on effects of contaminants on the Canadian environment as well as on food chains leading to man. Such data are used in standard setting and regulations, and in determining areas where more information is urgently needed. Over the years, the associate committee has assumed a watch-dog role achieved only with the major help of the secretariat.

It has achieved an international reputation for the quality of its publications, which number about 70 over the past 10 years, and which are produced in both French and English versions. Unlike the main line departments such as Environment Canada, Energy, Mines & Resources, Agriculture or Transport, the Environmental Secretariat has no territory to claim or defend and is thus outside the normal interdepartmental vested interests. The associate committee, through the secretariat, has most successfully tapped the expertise of the Canadian universities in addressing specific environmental problems. Its panels, which currently deal with about 40 topics, are substantially composed of academics who develop the documents in collaboration with federal and provincial scientists, and scientists from industry. All of these panelists are unpaid and the only cost to the federal government has been travel expenses for panel members to meet together for a day or two

perhaps twice during the development of a document. The response time can be very fast, as through the bush-telegraph of the universities, country-wide expertise can be identified by a few strategic phone calls.

The unbiased nature of the reports has been acclaimed by line departments, industry and the universities. Requests for topics to be studied are generated by the members of the associate committee, or, more commonly, are responses to specific requests for expert, unbiased help from governmental departments such as Environment, Agriculture and Health & Welfare, from industry, from the provincial governments, and from professional associations such as the Canadian Medical Association. One major study was recently completed for the St. Regis Indian Band at Cornwall Island on effects on the region of discharges from local industries.

All these NRC reports have been peer reviewed extensively and have also traditionally included a listing of the major gaps in knowledge which require research. For the past eight years the secretariat has administered contract funding to address some of the problems so identified. More than 90 percent of this funding of about \$600,000 per year has gone to university professors across Canada. The Universities of Guelph and Toronto have been especially successful in obtaining this funding, which has added to the reputation and capabilities of the two universities in the environmental and toxicology fields. Inevitably graduate students have been funded on some of these contracts. Their loss is perhaps small overall but is very significant, most especially as the secretariat pushed researchers to publish their findings in well-refereed scientific journals, and because it allowed the necessary freedom to follow up the most promising lines of research as opposed to the mental straight jackets of much contract funding.

Examples of recent publications and projects include a major report on lead in the Canadian environment and a recent request from the Canadian Royal Society for an update dealing espe-

cially with lead poisoning in children; a report on asbestos in Canada; studies of a number of pesticides used in agriculture or forestry such as chlordane, fenitrothion and picloram; studies of the impact of waste heat from power facilities on the aquatic environment; studies on mercury, cadmium, arsenic and nickel; a recently completed but not yet published study on aluminum, especially as influenced by acid rain but also in Alzheimer's disease; a study on the biological effects of radiofrequency and microwaves on biota including man; a study of PCBs in the Canadian environment and a 1982 study of radioactivity in the environment.

Many others of equal importance have been done and approximately 40 are in various stages of preparation. All focus specifically on what is happening in Canada. They cannot be replaced by US or European studies. While the associate committee is to be allowed to continue, its means of functioning have been removed to save \$1 million. Almost all of the ongoing studies will have to be abandoned, many hours of work by Environmental Secretariat staff and by the numerous voluntary unpaid academics are now wasted and Canadians, including their own government, are going to be much less able to assess environmental health risks and set regulations which will adequately protect ourselves and our environment. When combined with the other assaults on environmental toxicology programs, already mentioned, this looks like a deliberate but badly mistaken step backwards from the promised future. Some form of vigorous protest seems required, especially as all the governmental personnel have been ordered not to discuss the cuts.

T.C. Hutchinson is a professor in the Department of Botany and the Institute for Environmental Studies.

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A lesson in accrual accounting

Two conceptual errors in the Budget Guidelines for 1985-86 (*Bulletin*, Dec. 17) detract from what is otherwise an admirable statement of the objective of the budget process at U of T.

(1) In the fifth paragraph, it is stated "... the numbers in our operating budget and in our standard budget projections do not adequately include the cost of equipment or building depreciation, as private sector accounts would ..." (emphasis added). As the 1985-86 budget is an attempt to forecast what the actual 1985-86 University financial statements will look like, it is important to understand why depreciation has no place in the University's operating budget or its operating fund financial statement. It is equally important to understand why, in the private sector, depreciation expense has only a tenuous connection with decisions to fund the replacement of, or additions to, long-lived assets such as equipment or buildings.

In private sector accounts, depreciation accounting is a process of allocating costs of long-lived assets in order to determine net profit or loss for a period, i.e. it has little to do with decisions to replace or add fixed assets. The University is a non-profit institution (except for its ancillary services such as cafeterias or parking

lots) and, therefore, to include depreciation expense in its operating statements is inappropriate as there is no profit or loss to be determined. In the private sector, the sources of funding of replacements of, or additions to, fixed assets are through: (i) retention of profits, (ii) borrowing and (iii) issue of new share capital — usually in that order. The only impact of depreciation accounting on private sector decisions to fund new fixed assets is through (i) (retention of profits) and then only indirectly via the dividend decision. Without depreciation expense, the pool of retained profits would be larger and thus, might mislead management to pay out larger dividends and thereby reduce the ability of the firm to replace or add to fixed assets. But this is a very tenuous connection as the decision to replace/add such assets is based on such criteria as the availability of cash (or financing), cost/benefit analysis, etc. In the case of the University, funding for fixed assets comes from government grants or gifts and is accounted for in its "capital funds" statements and should be budgeted there, not in its operating fund. To suggest otherwise, as does the quotation above, confuses further an already complex set of budgets and financial statements.

My comments are in no way intended to minimize the serious problem this university faces concerning its physical plant. Rather, they are made in the belief that accounting principles should be applied in a conceptually correct manner if they are to be of use to decision-makers.

(2) Several references are made to "deficits", including the assertion (ninth paragraph) that "... we have accumulated a small deficit from past operating activities, one that is unlikely to be eliminated during the current fiscal year". (emphasis added). Unfortunately, the University's financial statements, and presumably its budgets, use the term "deficit" in a very special way and one that would be unacceptable in the private sector. In its operating fund statements, the word "deficit" (or "surplus") includes purchase commitments for goods or services not received at the fiscal year-end and also the unspent portions of divisional budgets. Neither of these items would be included in the calculation of a deficit (or surplus) in private sector accounts that follow so-called "accrual accounting" as neither item would be considered expenses. As both items are usually sizeable amounts according to past university financial

statements (and are sufficiently large to turn a "deficit" into a "surplus"), one has to wonder if the "small deficit" mentioned in the quotation is an actual excess of operating expenses over operating revenues — the usual meaning of "deficit" — or whether it includes these "non-expense" items. If the latter, then possibly there is no deficit at all.

The University claims it follows "accrual accounting" principles, but the misapplication of the concept of a "deficit" as indicated above, detracts from the credibility of its financial statements and from its budgets. The equivalent private sector treatment of



the two items would be to set them up clearly and unequivocally as "reserves", which is what they are. There is, then, no confusion as to what is being accounted, or budgeted, for in the report.

B.J.B. Galvin
Department of Economics

Article successfully summarizes book on university funding

I want to thank the *Bulletin* for the very balanced, accurate, and lucid article by Janet Dunbrack on my recent book, *Please, sir, I want some more*, ("Universities fail to show how underfunding hurts", *Bulletin*, Dec. 17). After the fragmentary and somewhat distorted snippets in the popular press, it was a pleasure to see an article that looked as if the writer had actually read the book and made an effort — very successful in my view — to summarize what the book is about.

I have admired the high standards of the *Bulletin*, and therefore I was not surprised that the most informative and accurate article that I have seen on this book should appear in your paper. Indeed, because of my respect for the *Bulletin*, it was particularly gratifying to see my book reviewed there.

Michael L. Skolnik
Higher Education Group
Ontario Institute for Studies in Education

Arms race protest also backed by non-physicians in medical faculty

I am writing concerning an article which appeared in the Nov. 19 *Bulletin* entitled "Faculty of Medicine urges leaders to end threat of nuclear war". The article opens with the first sentence of a motion proposed to our faculty council which read "As physicians ..." This was a draft of the motion; the approved motion was amended to read "As members of the Faculty of Medicine ..."

This amendment reflects the fact that many members of the faculty are not physicians, but nonetheless wish to associate themselves with the international protest against the arms race. I regret any misunderstanding this error may have caused.

Frederick H. Lowy
Dean
Faculty of Medicine

Happy new year and watch your step

The New Year did not exactly start with spring-like weather. As you know, we were covered in ice. Believe me, I know the hard time people had crawling to work at U of T. But anyone who thought the grounds department did not react quickly is wrong. A 20-man crew used 24 tons of salt in two days around the campus. As the ice was unusually thick, it took a long time to melt. These conditions prevailed not only at U of T but everywhere else in the city.

Our men put in a hard and long day's

work to open the area on Jan. 2 and will continue to do so. We cannot create instant summer conditions, though. I would like to remind everyone to wear proper shoes and boots in slippery conditions and to take extra care in getting out of cars or walking down stairs. Let's keep injuries to a minimum.

Jack Funk
Landscape Supervisor
Physical Plant Department

'Blue and White' should be revised during women's centenary

Where would this university be without the watchful eye and quick pen of Rose Sheinin (*Bulletin*, Dec. 17)? The face of the University of Toronto has changed considerably since "The Blue and White" was written by Rev. Silcox. It would be most fitting that the verses be revised to honour these changes during the University's celebration of the 100th

anniversary of the admission of women.

Perhaps a ceremony officially commemorating an updated version could be held to coincide with one of the Women in Toronto events scheduled during the centenary celebration.

Chantal Perrot
Faculty of Medicine, 8T5

More new 'Blue and White'

While Varsity's traditional song, "The Blue and White", has been cheerfully established for almost as long as women in the University, I quite understand the reasons for Professor Sheinin's proposed "liberated form" and suggest the following amended version to be read and sung as it was in Convocation Hall on all great University occasions!

1st Verse
O Toronto University!
We all pledge our loyalty to thee
Yes — we hail thee! Ne'er will fail thee!
But will seek to glorify thy name —
For we are —
Ever faithful, free and frank and strong,
And will sound thy praises in our song,
Aye! And cheer both loud and long
The Royal Blue and White!

Chorus
Toronto is our University
Shout! Oh shout! You of every faculty!
"Velut arbor aeo" — may you ever thrive-o
God forever bless our Alma Mater.

2nd Verse
Soon our college days will all be past
Duty bids us part from friends at last.
Yet we'll not sever but keep ever
Ties with Varsity that us unite —
For we know —
Future years will see us each recall
Student days and Convocation Hall —
And whatever may befall
We'll hail the Blue and White.

Madge Shaw Hermant
University College 3T6

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